

From: [Smith, Randy](#)
To: [Lorenz, Becky](#); [Bowles, Wendy](#)
Cc: [Leite, Fabio](#); [Reed, Katie](#); [Smith, Randy](#); [Duffy, Lisa](#); [Hunt, Ryan](#); [Rose, Karen](#)
Subject: Proposal to add an optional admission criteria for LPN to BSN students entering the Bachelor of Science in Nursing program
Date: Monday, February 12, 2024 10:03:03 AM
Attachments: [image001.png](#)

Becky and Wendy:

The proposal from the College of Nursing to add an optional admission criterion for LPN to BSN students entering the Bachelor of Science in Nursing program was approved by the Council on Academic Affairs at its meeting on February 7, 2024. Thank you for attending the meeting to respond to questions/comments.

No additional level of internal review/approval is necessary. This action will be included in the Council's next [Annual Activities Report](#) to the University Senate (July 2024).

The Office of the University Registrar will work you with any implementation issues.

Please keep a copy of this message for your file on the proposal and I will do the same for the file in the Office of Academic Affairs.

If you have any questions please contact the Chair of the Council, Professor Fábio Leite (.11), or me.

Randy



W. Randy Smith, Ph.D.

Vice Provost for Academic Programs

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College of Nursing

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January 30, 2024

Dr. W. Randy Smith
Vice Provost for Academic Programs
University Square South
15 E. 15th Avenue
Columbus, OH 43201

Dear Vice Provost Smith:

Attached is a proposal from the College of Nursing to provide optional admission criteria for LPN to BSN students entering the Baccalaureate in Science in Nursing Program at the College of Nursing.

The proposed changes include the following revisions for the LPN to BSN applicants:

- (1) Graduate from an approved LPN program with a GPA of 2.5
- (2) Recommend removing biology as a pre-requisite
- (3) Applicants are required to complete the prerequisite courses with a grade of C or higher

We are confident this proposal will meet the needs of our students and the requirements set forth by our national guidelines and accreditation standards.

On January 26, 2024, the LPN to BSN admission criteria change received approval with a majority quorum (90 yes + 4 yes with minor revision, 20 no) of the eligible College of Nursing voting faculty.

A College of Nursing administrative letter of support is attached.

Please let me know if you require any additional information to review this request.

Sincerely,

Rebecca Lorenz, PhD, RN
Associate Professor
Senior Associate Dean for Academic Affairs and Educational Innovation

Copy:

- Dr. Wendy Bowles, Assistant Dean for Baccalaureate Programs
- Dr. Karen Rose, Dean



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January 30, 2024

Dr. W. Randy Smith
Vice Provost for Academic Affairs
203 Bricker Hall
190 North Oval Mall
Columbus, OH 43210

Dear Vice Provost Smith:

The College of Nursing administrative leadership team is fully supportive of the attached request to provide optional admission criteria for LPN to BSN students entering the Baccalaureate in Science in Nursing Program at the College of Nursing.

Sincerely,

Rebecca Lorenz, PhD, RN
Associate Professor
Senior Associate Dean for Academic Affairs and Educational Innovation

**Proposal for the Optional Admission Criteria for LPN to BSN students
to the Baccalaureate in Science in Nursing Program
College of Nursing**

Introduction

The Bachelor of Science in Nursing (BSN) is considered the preferred degree for entry into practice as a registered nurse, with a workforce goal of 80% of nurses holding a baccalaureate degree (National Academies of Sciences, Engineering, and Medicine 2021). In 2022, the BSN program was revised in response to changing national standards for nursing education and the rapidly evolving healthcare environment. Furthermore, the 2022 BSN revision aligned with the American Association of Colleges of Nursing (AACN) quality standard guidelines for nursing education (referred to as “Essentials”) which outline the necessary curriculum content and expected competencies and sub competencies of graduates from BSN programs for entry level professional nursing education (AACN, 2021).

Consistent with the national movement and in Ohio towards the increasing demands for nurses needed in the workforce, we have created a Licensed Practical Nurse (LPN) to BSN track. The LPN to BSN track is in alignment with the BSN traditional program that is fully approved by the Ohio Board of Nursing (OBN), Office of Academic Affairs (OAA), and Ohio Department of Higher Education (ODHE). The recently created LPN to BSN track is an advanced standing pathway in the BSN program as designated through the OBN advanced standing policy noted in ORC 4723-5-01 <https://codes.ohio.gov/ohio-administrative-code/rule-4723-5-01> “(B) “Advanced standing” means credit granted for prior nursing courses or transfer credit, according to the policy required by paragraph (A)(3) of rule [4723-5-12](#) of the Administrative Code.” The unique characteristic of the LPN to BSN track is that it utilizes the Industry Transfer Assurance Guide (ITAG) to provide workforce credit for those students who want to pursue further education. The OSU LPN to BSN ITAG provides workforce course credit via Ohio State transfer policy once the student completes the first bridge semester, waiving courses in the BSN traditional curriculum.

Significant Milestones in creation of this LPN to BSN track

August 25, 2023 - The university approved a sub-code for the LPN to BSN track.

September 18, 2023 - OBN confirmed the review of the ITAG and stated the program requirements are considered substantially equivalent to the BSN traditional program.

November 21, 2023 - ITAG ODHE approval received.

This LPN to BSN track met all the approvals by the College of Nursing Undergraduate Studies Committee and by the full faculty votes as indicated in the attached timeline. Close collaboration with the Office of Academic Affairs was met throughout this process as also shared on the timeline.

The BSN program meets full regulatory approval status through the OBN and full accreditation from the Commission on Collegiate Nursing Education (CCNE). CCNE accreditation includes meeting national standards and competencies in the mission, goals, and expected program outcomes guided by national standards including the AACN Essentials: Core Competencies for Professional Nursing Education (2021). This proposal will further extend opportunities for the practicing LPN to achieve their BSN by implementing this pathway for admission to the BSN program.

The revisions to the BSN traditional admission criteria specifically for the LPN to BSN applicants include:

- (1) Graduate from an approved LPN program with a GPA of 2.5
- (2) Recommend removing biology as a pre-requisite
- (3) Applicants are required to complete the prerequisite courses with a grade of C or higher

Background/Rationale:

To best establish admission criteria and a supportive infrastructure to meet the workforce development needs for licensed practical nurses. An established track to support LPNs to continue their education was developed by the College of Nursing. The LPN to BSN track was created in response to Health Resources and Services Administration (HRSA) call to reduce barriers for LPN education and training and funding was awarded to the College of Nursing to establish this track in July 2023. The purpose of the HRSA funding addresses support for LPNs to 1) complete the BSN through academic training and clinical practice program development with a focus on rural and underserved populations; 2) direct support for students with a focus on reducing the social determinant barriers that affect academic achievement, curriculum development focused on health equity and partnerships in the community for clinical experiences and career ladder opportunities; 3) recruitment and development of preceptors and employment of clinical nurse faculty in the program with an overall focus of increasing a variety of experiences in the nursing workforce.

Once the HRSA funding was received in July 2023, the College of Nursing developed the advanced standing criteria in alignment with the OBN law and rule for ORC 4723-5-01 with a substantially equivalent curriculum to the BSN traditional program. The pathway admission criteria were based on the established BSN traditional program and the College of Nursing partnered with OAA and ODHE to establish this track using the ITAG equivalencies. The ITAG provides students with credit for their LPN education once they complete the summer LPN bridge courses established by the College of Nursing. The ITAG was established based on a set of criteria and learning outcomes that the State of Ohio has set for LPN education and training. The Undergraduate Studies Committee reviewed those criteria with the current curriculum and aligned the credit they would be provided based on these set criteria. A new course, Nursing 2000, was the only one added to the LPN pathway. The course syllabus was developed based on curriculum needs in a bridge course and the ITAG requirements. The N2000 bridge course has been approved by university. The following summarizes the ITAG requirements the LPN to BSN students will meet in summer 2024 for the BSN traditional curriculum in autumn 2024 semester.

1. Successful completion (C+ or higher) of Nursing 2000 LPN to BSN Bridge Course (6 credit hours) and Nursing 2450 Pathophysiology for Nursing Practice (3 credit hours).
2. Industry Transfer Assurance Guide (ITAG) credit will be awarded at the end of summer semester (20 credit hours) for the BSN traditional courses once completed. This includes Nursing 2000 LPN to BSN Bridge Course (6 credit hours) and Nursing 2450 (3 credit hours).
 - Nursing 2450 Pathophysiology for Nursing Practice (3 credit hours) completed which allows credit for N2451 Nursing Pathophysiology & Pharmacology I (3 credit hours) and N2452 Nursing Pathophysiology & Pharmacology II (3 credit hours).
 - Nursing 2000 LPN to BSN Bridge Course (6 credit hours) completed to establish credit for the following courses.
 - Nursing 2271 Foundational Knowledge for Nursing Practice I (4 credit hours)
 - Nursing 2200 Art of Professional Nursing I (2 credit hours)
 - Nursing 2272 Foundational Knowledge for Nursing Practice II (4 credit hours)
 - Nursing 2201 Art of Professional Nursing II (2 credit hours)
 - Nursing 2782 Foundational Principles of EBP and Nursing Science (2 credit hours)

Student, Faculty and Community Partner Feedback:

The College of Nursing collected feedback from key stakeholders, including faculty and community partners regarding the LPN to BSN track to inform best practices for workforce development. Faculty and Undergraduate Studies Committee conducted a gap analysis, based upon assessment and mapping of current curriculum to align with the ITAG recommendations. Each of the elements have been threaded or strengthened with this established ITAG. Feedback from our community partners were incorporated including the need opportunities to enhance transition to practice upon graduation and licensure for community health

and outreach into the FQHC partners. A full timeline of events and communication with stakeholders may be found in the Work Plan and Implementation Timetable located in Appendix A.

Proposed Admission Criteria Update with Rationale:

Upon further review after the established pathway from LPN to BSN track was created, the analysis of student inquiries and applicants was creating challenges to student access for admission. In response to this, faculty at the College of Nursing approved a different admission standard for the LPN to BSN track applicants. This variation in admission criteria still meets the OBN rule of advanced standing. It is important to note that wide variability exists in the LPN to BSN education with accreditation of LPN programs in 2019 was only 10.6% nationally (Silvestre, 2020) and out of the 71 programs in the State of Ohio, only 5 (7%) were accredited by between July 2020 – July 2021 (Nursing, 2020). Accreditation of the LPN programs is not a widely recognized standard unlike the registered nurse programs in which most are accredited in the United States. The development an LPN to BSN curriculum must meet the needs of students who are admitted from a wide-variety of educational training in LPN programs as the standards are highly variable across the nation. The admission criteria are a factor to consider, but more important is the framework and infrastructure to support the students once admitted. A competency-based approach to curriculum will help align students with what they learned from an LPN program in addition to work experience will help respond to that need. Table 1 below presents the update requested to the admission criteria for the LPN to BSN track with a comparison to the current BSN program.

Table 1 – admission criteria

BSN traditional	LPN to BSN	Rationale
3.2 GPA cumulative college courses	2.5 GPA from an approved LPN program	The progression standard in the BSN program is a 77% which is 2.33 GPA. UGS supports the 2.5 as the entry level GPA from the LPN program as it supports the expectation once in the program.
Applicants complete seven (7) prerequisite courses <ul style="list-style-type: none"> o Human Anatomy o Human Physiology o Chemistry o Biology o English o Psychology o Sociology 	Recommend removing biology as a pre-requisite	Biology requirement is creating barriers to admission. As part of the ITAG documents content from credential, LPNs do have natural sciences in the learning outcomes. Biology is in BSN curriculum as a pre-requisite for EEOB 2510 – Human Anatomy and EEOB 2520 – Human Physiology. Chemistry is a pre-requisite for certain biology courses. In addition, some biology courses require a certain level of the math placement score for the course. These are all creating unnecessary barriers to LPN students who already have natural sciences as part of a curriculum in addition to the biological concepts they will still have within the BSN nursing curriculum.
Applicants are required to complete the prerequisite courses with a grade of C+ or higher.	Reduce the grade for pre-requisite courses to C or higher.	The C+ pre-requisite requirement is creating challenges to admission. Upon review of transcripts, we have discovered many students have achieved a C but not a C+ on some of the pre-requisites. Some students were unable to achieve a C+ as their institutions do not award + or – grades. The overall requirement for GPA would still be a 2.5, but this would reduce the barrier of some students not always reaching the C+ standard currently set.

Other admission criteria for LPN to BSN track:

- Good standing with Ohio State
- Complete prerequisites (up to 6 credit hours can be completed during bridge 1st semester)
- Ohio unencumbered LPN License
- 18 years old by first clinical course

The LPN to BSN student population are not generally classified as traditional college student. Many need to work and support families. Academic success is based on a multitude of factors and a strong focus on the social determinant needs within the HRSA grant funding will help the students be academically successful. Interventions will be provided based on individual student needs. The infrastructure and our faculty are well poised at the College of Nursing to meet this workforce development need and address the successful implementation of the LPN to BSN track of students who will be accepted from a wide variety of backgrounds and academic experiences.

Assessment

Program and student learning outcome assessments will be addressed through a competency-based approach within each level of the program. Utilization of clinical and lab evaluations in addition to National Council Licensure Examination (NCLEX) preparation packages allow for monitoring of student progress throughout the program. The College of Nursing currently has a Systematic Plan of Evaluation (SPE) which guides all assessment and evaluation at the college level consistent with CCNE accreditation requirements and CCNE has provided a timeline of three years to transition to the new AACN Essentials (2021). The Ohio Board of Nursing ORC 4723-5 also has an SPE in which the program is fully approved, and this new curriculum meets all standards for the regulatory agency.

Curriculum mapping will be accomplished using the One45 database. Direct assessment measures include: annual program assessment utilizing Nuventive Improve, direct evaluation of learning objectives in courses with assignments, simulation-based competency development, and clinical and lab objectives within each clinical course. Indirect measures include number of applications to the program, quality of the applicant pool (cumulative GPA, diversity), admissions to the program (% admitted, % matriculated), student surveys (program satisfaction during enrollment and post-graduation), SEIs and course evaluations (course satisfaction), student retention and completion rates, enrolled student cumulative student GPAs, time-to-degree, exit surveys at graduation, alumni surveys (applicable employment, use of degree) and employer surveys.

Transition Plan

The application deadline to apply to this track will be March 1, 2024. The students will be admitted to the BSN traditional program and will meet the criteria during the summer 2024 bridge semester to progress into the traditional BSN program.

Appendices:

A: Work plan and implementation timeline

B: Bridge Course

References

American Association of Colleges of Nursing. (2021). *The Essentials: Core competencies for Professional Nursing Education*. <https://www.aacnnursing.org/Portals/42/AcademicNursing/pdf/Essentials-2021.pdf>

Nursing, Ohio Board. (2020). *Annual Reports*. Retrieved April 1 from <https://nursing.ohio.gov/continuing-education-and-pre-licensure/annual-reports>

Ramsey P, Merriman C, Blowers S, Grooms J, & Sullivan K. (2004). Community partnerships for an LPN to BSN career mobility project. *Nurse Educator*, 29(1), 31–35.

Silvestre, J. (2020). Percentages of Programs that are Accredited: An Update. *Leader to Leader*, (Spring 2020), 10. https://www.ncsbn.org/public-files/LTL_Spring2020.pdf

Wallen et al. (2017). Actualization of a Seamless Nursing Program: Licensed Practical Nurse to Baccalaureate Registered Nurse. *Nurse Educator*, 42(5), 263-266. 10.1097/NNE.0000000000000360

Appendix A

Date	Workplan and Implementation Timeline for LPN to BSN track	Responsible
April 2023 COMPLETED	OAA and College of Nursing letter of support for HRSA grant establishing LPN to BSN track – see grant docs and description below*	Bowles, OAA, Rose
July 2023 COMPLETED	HRSA grant awarded	Bowles
August 2023 COMPLETED	Meeting with OAA, Randy Smith, Cindy Anderson, Wendy Bowles for support for LPN to BSN track. Approval provided to the university on 8/25/23 for the LPN to BSN subplan code. 8/30/23 – confirmation the subcode was created.	Bowles, Anderson, Smith
September 2023 COMPLETED	Vote approved per UGS 9/7/23 and full faculty 9/13/23 to move forward with advanced standing through ITAG approval through ODHE. 9/11/23 – sent update to OAA after meeting with transfer credit office. 9/18/23 – OBN confirmed the use of the ITAG would be considered substantially equivalent	UGS, Bowles, full faculty, Rose, ODHE, Smith, OBN
October 2023 COMPLETED	Faculty forum 10/25/23	Bowles, Jauch, Sullivan
November 2023 COMPLETED	UGA approved admission criteria 11/1/23; UGS approved curriculum and admission criteria for LPN to BSN track 11/2/23; Full faculty approved 11/8/23. ODHE sent approval to university 11/21/23.	Bowles, Lorenz, UGA, UGS, LPN task force
December 2023 COMPLETED	12/1/23 – sent email update to OAA regarding ODHE approval 12/12/23 – sent email to OAA asking if further updates needed from us – asked to present this at APAC so other academic deans were aware. Gave an update at the next APAC meeting regarding the LPN to BSN track and ITAG.	Smith, APAC, Bowles, Lorenz
January 2024 COMPLETED	Recommended changes to admission standards for LPN to BSN – UGS approved 1/18/24. 1/24/24 – faculty forum regarding changes. 1/26/24 – faculty voted to approve the LPN to BSN admission criteria change. 1/10/24 – OBN confirmed admission standards can be different.	Bowles, Jauch, UGS, LPN taskforce, OBN, full faculty, Rose
January 29, 2024 COMPLETED	Meeting with OAA regarding the differences in admission standards. Proposal sent to CAA Jan 30, 2024.	Smith, Bowles, Lorenz, Rose

Appendix B

THE OHIO STATE UNIVERSITY College of Nursing N2000

LPN to BSN Bridge Course Summer Semester 20XX

Credit hours = 6 (50 theory clock hours; 75 lab clock hours)

Prerequisite: Enrollment in the LPN to BSN traditional track.

Course Description: Application of the transition from LPN to BSN nursing emphasizing interventions utilizing the nursing process and concepts of evidence-informed decision-making to include person-centered, interprofessional, global health, systems perspectives, and population-focused care.

Course Objectives:

Upon completion of the course, the student will be able to:

1. Complete a holistic health and physical assessment of individuals and populations across lifespan.
2. Provide evidence-based nursing and collaborative interventions to promote individual and population health and well-being across the lifespan.
3. Demonstrate nursing clinical reasoning and decision-making in the provision of safe and ethical care for the individual while incorporating micro, macro, and meso-systems perspectives.
4. Explore research ethics and methodologies to apply towards evidence-based practice.
5. Discuss LPN to BSN role transitions.

Teaching Strategies:

This course will provide a variety of teaching strategies in the forms of lecture, case studies, and active learning modalities.

Methods of Evaluation:

Students will be graded based on the course objectives through the use of a variety of NCLEX style assessments to include standard multiple choice and alternative formats for assessment of meeting the course objectives.

Faculty and Textbook information - TBD

Content topics:

Complete a health and physical assessment.

Population/Global Health Concepts

- Definition of population/global health concepts
- Global Health Goals
- Levels of prevention

Population/Global Health Concepts

- Strategies to improve population/global health

Care management of Chronic illnesses (Leading causes of morbidity/mortality)

Principles of palliative and end of life care

Evidence-based strategies for Wellness

- Health Promotion/Disease prevention models of care
- Healthy People Framework and population-based strategies
- Self-care and coping strategies
- Optimum levels of wellness Environmental factors
- Stress

Integrative Healthcare

- Standards of practice in complementary and alternative medicine

Patient Engagement/Partners of care

- Socioecological Model
- Behavioral Change Model
- Trauma informed care
- Literacy Needs
- Motivational Interviewing Skills
- Telehealth
- Virtual and augmented reality

Nursing practice

- Systems thinking - Meso, micro, macro systems
- Clinical decision making to include clinical reasoning and clinical judgement
- Nursing presence

Self-awareness to include how personal behaviors impact practice.

- Mindful self-awareness
 - Basic psychological needs
 - Emotional regulation
 - Goals, motivations, values

Nursing Science

- Review of research ethics and methodologies Review of statistics
- Rapid Critical Appraisal of research and clinical practice guidelines
- Evaluation/Summary and Synthesis of evidence

Role transition from LPN to BSN

- Nursing process for RN
- Competency assessments – include skills, NLN NACE individualization.