



Alabama Commission on Higher Education

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New Program Proposal

The following must be submitted to complete a new program request:

Submission Checklist:

- New Program Proposal
- Business Plan (<https://www.ache.edu/index.php/forms/>)
- Undergraduate or Graduate Curriculum Plan (<https://www.ache.edu/index.php/forms/>)

Primary Contact Information

Institution: Athens State University

Contact: Alyson Gill, Ph.D.

Title: Provost & Vice President for Academic Affairs and Student Services

Email: Alyson.Gill@athens.edu

Telephone: 256-233-8214

Program Information

Date of Proposal Submission: 3/13/2026

Award Level: Master's Degree

Award Nomenclature (e.g., BS, MBA): MSN

Field of Study/Program Title: Nursing/Nursing Education

CIP Code (6-digit): 51.3203 Nursing Education

Administration of the Program

Name of Dean: Dr. Dave Ragsdale

Name of College/School: College of Arts and Sciences

Name of Chairperson: Dr. Mark Reynolds

Name of Department/Division: Division of Health and Life Sciences

Implementation Information

Proposed Program Implementation Date: 1/10/2027

Anticipated Date of Approval from Institutional Governing Board: 5/15/2026

Anticipated Date of ACHE Meeting to Vote on Proposal: 6/12/2026

SACSCOC Sub Change Requirement (Notification, Approval, or NA): Approval

Other Considerations for Timing and Approval (e.g., upcoming SACSCOC review):

Prospectus will be submitted to SACSCOC for approval in advance of the 7/1/2026 deadline for prospective Spring 2027 launch.



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I. Program Description

A. Concise Program Summary (one paragraph) to be included in ACHE Agenda:

Athens State University will expand nursing course offerings to include a Master of Science in Nursing with a concentration on Nursing Education. The full-time program is 31 credit hours over four semesters.

B. Specific Rationale (Strengths) for the Program

List three (3) to five (5) strengths of the proposed program as specific rationale for recommending approval of this proposal.

1. Existing RN to BSN program: Current enrollment is 225 in BSN courses spring 2026, and this will support enrollment in the MSN program.
2. RN to BSN program growth in four years: The BSN program began in the fall of 2021 with 3 students and as of fall 2025 the program had more than 225 students enrolled.
3. Student interest: More than 50% (n=42) of students surveyed responded “Yes” to completing a Master of Science in Nursing Education at Athens State University.
4. Capacity need: An aging nursing faculty workforce, and a critical nursing shortage, elevate the need for an expansion in capacity for nurse educators with graduate degrees.

C. External Support (Recommended)

List external entities (more may be added) that may have supplied letters of support attesting to the program’s strengths and attach letters with the proposal at the end of this document.

1. [Community College Partner- Calhoun Community College, Decatur, AL.](#)
2. [Community College Partner- Northeast Alabama Community College, Rainsville, AL.](#)
3. [Community Healthcare Partner- Athens Limestone Hospital, Athens, AL.](#)
4. [Community Healthcare Partner- Huntsville Hospital, Huntsville, AL.](#)

D. Student Learning Outcomes

List four (4) to seven (7) of the student learning outcomes of the program.

1. Design, implement, and evaluate evidence-based nursing curricula that integrate educational theories, instructional technologies, professional standards, and outcome assessment strategies.



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2. Develop and apply educational interventions that evaluate learner performance and curricular effectiveness across academic and clinical nursing education settings.
3. Synthesize nursing, educational, and health-related theories to support teaching, learning, and interprofessional collaboration in complex healthcare and academic environments.
4. Design and implement culturally responsive, evidence-based teaching strategies that address the needs of diverse and multicultural learner populations.
5. Analyze ethical, political, organizational, cultural, technological, and professional influences that impact nursing education and curriculum development.
6. Disseminate scholarly work and evidence-based practices that advance nursing education, leadership, and professional practice.
7. Demonstrate professional identity and leadership in nursing education through ethical practice, advocacy, collaboration, lifelong learning, and commitment to personal and professional growth.

E. Similar Programs at Other Alabama Public Institutions

List programs at other Alabama public institutions of the same degree level and the same (or similar) CIP codes. If no similar programs exist within Alabama, list similar programs offered within the 16 SREB states. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, provide justification for any potential duplication.

Rationale: With the convergence of an aging nursing faculty workforce, and a critical nursing shortage, the need for an expansion in capacity for nurse educators with graduate degrees is necessary. According to the [American Association of Colleges of Nursing \(AACN\)](#) the rate of rejected qualified applications to nursing schools is more than 80,000 nationally in 2024-2025. The primary reason for rejection is *nursing faculty shortages*. Southern states faculty vacancy rate is 8.2%, exceeding the national average of 7.2% ([AACN](#)). The National League for Nursing ([NLN](#)) faculty census in 2025 reported one third of the nursing faculty workforce is projected to reach retirement age in this academic year (2025-2026). In addition, the [Bureau of Labor Statistics \(BLS\) Occupational Outlook Handbook](#) provided a 35% projected growth in demand for advanced practice roles and nurse educators through 2034.

To meet the workforce needs in Alabama, The University of Alabama announced an expansion to the Capstone College of Nursing, by doubling nursing enrollment to graduate 550 new nurses annually. This effectively doubles the need for MSN-prepared clinical instructors and faculty at that one institution alone. (<https://news.ua.edu/2026/02/ua-aims-to-double-nursing-enrollment-to-address-statewide-shortage/>)

The proposed MSN in Nursing Education is a seamless progression for our BSN graduates to further their educational goals. Through surveys of current students and alumni, this option was a preferred degree option. The program is 100% asynchronous and online, in 8-week half terms, offering flexibility for RNs in the workforce, as well as the *most affordable tuition* in Alabama and Tennessee for BSNs.



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CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
51.3801	MSN Nurse Educator	University of Alabama at Birmingham	*See above
51.3801	MSN Nursing Education	University of Alabama in Huntsville	*See above
51.3801	MSN Teaching-Learning Environments	University of North Alabama	*See above
51.3801	MSN Nurse Educator	Auburn University at Montgomery	*See above

F. Relationship to Existing Programs within the Institution

Nearly all new programs have some relationship to existing offerings through shared courses, faculty, facilities, etc. Is the proposed program associated with any existing offerings within the institution, including options within current degree programs? **Yes** **No**

If **yes**, please describe these relationships including whether or not the program will replace or compete with existing offerings: (**Note:** If this is a graduate program, list any existing undergraduate programs which are directly or indirectly related. If this is a doctoral program, also list related master's programs.)

The MSN program has a direct relationship with the BSN program at ATSU. All current full-time faculty will be able to teach within the MSN program of study and utilize existing facilities. However, with the program being online and asynchronous no physical facility space, other than faculty office space, is warranted.

If **not**, please describe how the institution plans to support a program unrelated to existing offerings.

G. Collaboration

Have any collaborations **within your institution** (i.e., research centers, across academic divisions, etc.) been explored? **Yes** **No**

If **yes**, provide a brief explanation of the proposed collaboration plan(s) for the program:

Have collaborations with **other institutions or external entities** (i.e., local business, industries, etc.) been explored? **Yes** **No**

If **yes**, provide a brief explanation of the proposed collaboration plan(s) for the program:

Our letters of support from Community College Partners indicate interest in facilitating student teaching experiences.



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H. Programmatic Accreditation

Select the appropriate program accreditor from the drop-down menu below:

Commission on Collegiate Nursing Education (CCNE)

Provide a detailed timeline for gaining accreditation (i.e., when will full candidacy be reached?):

The program must be active and students must be enrolled for one academic year prior to an on-site evaluation visit. Notification of approval will be obtained within 6 months of the visit and is retroactive to the first day of the on-site evaluation visit.

I. Professional Licensure

Will the program be considered a Professional Licensure Program based on the following definition: Yes No

Professional Licensure Program: As defined in federal regulations, an instructional program that is designed to meet educational requirements for a specific professional license or certification that is required for employment in an occupation or is advertised as meeting such requirements.

If **yes**, please explain:

Select the appropriate licensure body from the table below:

Choose an item.

Select the appropriate license from the table below:

Choose an item.

J. Professional Certification

Will students earn industry certifications while completing the degree or be prepared for industry certifications upon graduation? Yes No

If **yes**, please explain:

Students will be prepared to sit for the Novice Certification in Nursing Education (CNE) as offered by the National League for Nursing (NLN).

K. Admissions

Provide any additional admissions requirements beyond the institution's standard admissions process/policies for this degree level. Include prerequisites, prior degrees earned, etc.



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- *BSN from a regionally accredited institution required*
- *Active unencumbered RN license in state of residence.*

L. Mode of Delivery

Provide the planned delivery format(s) of the program as defined in policy (i.e., in-person, online, hybrid). Please also note whether any program requirements can be completed through competency-based assessment.

100% online and asynchronous

Can students complete the entire degree program through distance education (100% online) based on the following definition? **Yes** **No**

Distance Education: An academic program for which required instructional activities can be completed entirely through distance education modalities. A distance education program may have in-person requirements that are non-instructional (e.g., orientation, practicum).

M. Instructional Site(s)

Provide the planned location(s) where the program will be delivered (i.e., main campus, satellite campus, off-campus site.) If the program will be offered at an off-campus site, provide the existing site name or submit an **Off-Campus Site Request** if new.

The program will be offered 100% online from the Athens State University main campus.

Will more than 50% of this program be offered at an off-campus site(s) **Yes** **No**

If **yes**, which sites?

N. Industry Need

Using the federal **Standard Occupational Code (SOC) System**, indicate the top three occupational codes related to post-graduation employment from the program. A full list of SOCs can be found at <https://www.onetcodeconnector.org/find/family/title#17>.

SOC 1 (**required**): 11-9033: Education Administrators, Postsecondary

SOC 2 (optional): 25-1072, Nursing Instructors and Teachers, Postsecondary

SOC 3 (optional):



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Briefly describe how the program fulfills a specific industry or employment need for the State of Alabama. As appropriate, discuss alignment with Alabama's Statewide or Regional Lists of In-Demand Occupations (<https://www.ache.edu/index.php/policy-guidance/>) or with emerging industries as identified by [Innovate Alabama](#) or the [Economic Development Partnership of Alabama](#) (EDPA).

In the Athens State University service area alone, JobsEQ projects a need for 132 trained nursing and postsecondary educators in the next seven years. Postsecondary Educators and Education Administrators both appear on the 2025 Statewide In-Demand Occupations List.

O. Additional Education/Training

Please explain whether further education/training is required for graduates of the proposed program to gain entry-level employment in the SOC occupations selected above.

A graduate of the MSN program will be immediately employable without further certification or education. The entry level for nursing faculty at a community college is a MSN.

P. Student Demand

Please explain how you projected the student enrollment numbers in the **Business Plan, Lines 24-27** and provide evidence to substantiate student demand (i.e., surveys, enrollments in related courses, etc.).

To project student enrollment, we used a blend of three factors: First, a survey of current BSN students was conducted, and 42 of the surveyed students indicated interest in continuing their education with an MSN program at Athens State University. Second, a weighted average in annual growth from conception of the BSN program through the current year. Third, estimated growth projections for MSN programs in the State of Alabama.



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A. Program Resources and Expenses All Proposed Program Personnel

Provide all personnel counts for the proposed program.

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty	5	0	5
	Part-Time Faculty	5	0	5
	Administration	1	0	.25
	Support Staff		0	
**New To Be Hired	Full-Time Faculty			
	Part-Time Faculty	5-7		2.5
	Administration			
	Support Staff	1		1
Personnel Total			13.75	

Provide justification that the institution has proposed a sufficient number of faculty (full-time and part-time) for the proposed program to ensure curriculum and program quality, integrity, and review:

The institution has supported the quick growth of the BSN program. All full-time faculty within the BSN program can also teach within the MSN program to ensure program quality, integrity, and rigor. Athens State University will cover the program launch with the following personnel: Three adjuncts in year one; three adjuncts and one support staff member in year two; and one support staff and up to seven adjuncts beginning in year three. If student enrollment exceeds ten students by year three, the program will work with Athens State University's financial affairs division to determine if sufficient program-generated tuition and fee revenue exists to hire a full-time faculty member. Because the full-time hire will be conditional, the salary and benefits are not included in the proposal at this time.

Note: Include *any new funds* designated for compensation costs (faculty, administration, and/or support staff to be hired) in the **Business Plan, Line 7 - Personnel Salaries and Benefits**. Current personnel salary/benefits *should not be included* in the Business Plan.



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B. Proposed Faculty Roster*

Complete the following **Faculty Roster** to provide a brief summary and qualifications of current faculty and potential new hires specific to the program.

***Note:** Institutions must maintain and have current as well as additional faculty curriculum vitae available upon ACHE request for as long as the program is active, but CVs are **not** to be submitted with this proposal.

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Mark Reynolds (FT)	NUR 460: Nursing Capstone (5CH, UT, OL), NUR 440: Leadership in Practice (5CH, UT OL), NUR 340: Introduction to Healthcare Systems (3CH, UT OL), NUR 400: Professional Nursing Practice (3CH, UT OL), UNV 300: BSN Pathways to Success (3CH, UT OL), UNV 400: BSN Career Seminar (1CH, UT OL), NUR 410: Community Health Management (5CH, UT OL), NUR 481: Healthcare Quality Assurance, Risk Management, and Utilization Review (3CH, UT OL), NUR 370: Healthcare Informatics (3CH, UT OL)	Bachelor of Science in Nursing Master of Science in Nursing (Leadership in Healthcare Systems) Post-Master (Nursing Education) Doctor of Nursing Practice	Certified Online Instructor (COI)
Maria Steele (FT)	NUR 440: Leadership in Practice (5CH, UT OL), NUR 340: Introduction to Healthcare Systems (3CH, UT OL), NUR 400: Professional Nursing Practice (3CH, UT OL), UNV 300: BSN Pathways to Success (3CH, UT OL), UNV 400: BSN Career Seminar (1CH, UT OL), NUR 410: Community Health Management (5CH, UT OL), NUR 481: Healthcare Quality Assurance, Risk Management, and Utilization Review (3CH, UT OL), NUR 370: Healthcare Informatics (3CH, UT OL), NUR 430: Scholarly Inquiry/Evidence-Based Practice (3CH, UT, OL)	Bachelor of Science in Nursing Master of Science in Nursing (Public Health Nursing Administration) Post-Master (Nursing Education) Post-Master (Psychiatric/Mental Health Nurse Practitioner) Doctor of Nursing Practice	Certified Nurse Educator (CNE)
Tammy Clemmons (FT)	NUR 440: Leadership in Practice (5CH, UT OL), NUR 340: Introduction to Healthcare Systems (3CH, UT OL), NUR 400: Professional Nursing Practice (3CH, UT OL), UNV 400: BSN Career Seminar (1CH, UT OL), NUR 410: Community Health Management (5CH, UT OL), NUR 481: Healthcare Quality Assurance, Risk Management, and Utilization Review (3CH, UT OL), NUR 370: Healthcare Informatics (3CH, UT OL)	Bachelor of Science in Nursing Master of Science in Nursing (Adult Acute Care Nurse Practitioner) Doctor of Nursing Practice	Certified Nurse Education (CNE-cl)



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Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Lynn Hogan (FT)	NUR 440: Leadership in Practice (5CH, UT OL), NUR 340: Introduction to Healthcare Systems (3CH, UT OL), NUR 400: Professional Nursing Practice (3CH, UT OL), UNV 400: BSN Career Seminar (1CH, UT OL), NUR 410: Community Health Management (5CH, UT OL), NUR 481: Healthcare Quality Assurance, Risk Management, and Utilization Review (3CH, UT OL), NUR 370: Healthcare Informatics (3CH, UT, OL); NUR 460: Nursing Capstone (5CH, UT, OL); NUR 430: Scholarly Inquiry/Evidence-Based Practice (3CH, UT OL)	Bachelor of Science in Nursing Master of Science in Nursing (Nursing Administration) Doctor of Nursing Practice	
LaToya Solomon (FT)	NUR 410: Community Health Management (5CH, UT OL), NUR 340: Introduction to Healthcare Systems (3CH, UT OL, NUR 460: Nursing Capstone (5CH, UT, OL); NUR 370: Healthcare Informatics (3CH, UT, OL); NUR 400: Professional Nursing Practice (3CH, UT OL),), NUR 440: Leadership in Practice (5CH, UT OL)	Bachelor of Science in Nursing Master of Science in Nursing (Clinical Nurse Specialist) Master of Science (Medical Lab Technologist) Post-Master (Family Nurse Practitioner) PhD in Nursing	Certified Nurse Educator (CNE)
Laura O'Rear (PT)	NUR 410: Community Health Nursing (5CH, UT, OL); NUR 481: Healthcare Quality Assurance, Risk Management, and Utilization Review (3CH, UT OL)	Bachelor of Science in Nursing Master of Science in Nursing (Family Nurse Practitioner)	
Andrea Bergman (PT)	NUR 410: Community Health Nursing (5CH, UT, OL)	Bachelor of Science in Nursing Master of Science in Nursing (Community Health) Post-Master (Family Nurse Practitioner)	
Meredith Hiatt (PT)	NUR 410: Community Health Nursing (5CH, UT, OL)	Bachelor of Science in Nursing Master of Science in Nursing Doctor of Nursing Practice	Certified Nurse Educator (CNE)
Kristen Herrin (PT)	NUR 340: Introduction to Healthcare Systems (3CH, UT OL)	Bachelor of Science in Nursing Master of Science in Nursing (Nursing Administration) Doctor of Nursing Practice	Certified Online Instructor (COI)
Traci Bishop (PT)	NUR 481: Healthcare Quality Assurance, Risk Management, and Utilization Review (3CH, UT OL)	Bachelor of Science in Nursing Master of Science in Nursing (Family Nurse Practitioner)	
Additional Faculty (To Be Hired)			
1	2	3	4
FACULTY POSITION (FT, PT)	COURSES TO BE TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)



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Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
PT	NUR 620: Evaluation and Assessment of Teaching and Learning for Nurse Educators (3CH, UT, OL); NUR 540: Teaching & Learning Strategies and Theory for Nurse Educators (3CH, UT, OL); NUR 520: Accreditation and Program Outcomes for Nurse Educators (3CH, UT, OL)	Bachelor of Science in Nursing Master of Science in Nursing	Certified Nurse Educator (CNE) or Certified Online Instructor (COI)
PT	NUR 630: Curriculum Design and Learning Outcomes for Nurse Educators (3CH, UT, OL). NUR 530: Advanced Scholarly Inquiry for Nurse Educators (3CH, UT, OL), NUR 660: Nurse Educator Capstone (4CH, UT, OL)	Bachelor of Science in Nursing Master of Science in Nursing	Certified Nurse Educator (CNE) or Certified Online Instructor (COI)

**Abbreviations: (FT, PT): Full-Time, Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment
Course Modality: (IP, OL, HY, OCIS): In-Person, Online, Hybrid, Off-Campus Instructional Site**



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C. Equipment

Will any special equipment be needed specifically for this program? Yes No

If **yes**, list the special equipment and include all special equipment costs in the **Business Plan, Line 8**:

D. Facilities

Will new facilities or renovations to existing infrastructure be required specifically for the program? Yes No

If **yes**, describe the new facilities or renovations and include all *new* facilities and/or *renovation* costs in the **Business Plan, Line 9**:

E. Assistantships/Fellowships

Will the institution offer any assistantships specifically for this program? Yes No

If **yes**, provide the number of assistantships to be offered and include all *new* costs for assistantships in the **Business Plan, Line 10**.

Explain the function of the Assistantships (i.e., teaching, research, etc.)?:

F. Library

Will any **additional** library resources be purchased to support the program? Yes No

If **yes**, briefly describe new resources to be purchased and include the cost of new library resources in the **Business Plan, Line 11**:

The Kares Library has an up-to-date and extensive resource library and database catalog for nursing and health science research. The addition of the OVID/Medline database has been requested.

G. Accreditation Expenses

If programmatic accreditation was indicated above, please include all accreditation costs in the **Business Plan, Line 12** and itemize and explain below:

CCNE New Program Fee to add the MSN will be \$2,000.

CCNE Onsite-Evaluation Fees to include the MSN and BSN will be \$1900 per evaluation team member (3-5 expected): up to \$9,600; half for the MSN would be \$4800

CCNE Annual Program Fee to include both the BSN and MSN will be \$3,626; half for the MSN would be \$1813.

H. Other Costs



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Please include all other costs incurred with program implementation, such as marketing or recruitment, in the **Business Plan, Line 13** and explain below:

II. Program Revenue and Funding

A. Tuition Revenue: Please describe how you calculated the tuition revenue that appears in the **Business Plan, Line 17**. Specifically, did you calculate using cost per credit hour or per term?

Tuition and fees were calculated at cost per credit hour

Did you factor in differences between resident and non-resident tuition rates?

Note: Tuition Revenue should be proportional to total enrollment.

No – online students pay the same tuition rate whether in- or-out-of-state.

B. External Funding: Will the proposed program require external funding (e.g., Perkins, Foundation, Federal Grants, Sponsored Research, etc.)? **Yes** **No**

If **yes**, please include all external funding in the **Business Plan, Line 18** and explain specific sources and funding below:

C. Reallocations: For each year will tuition revenue and/or external funding cover projected expenses? **Yes** **No**

If **not**, budget reallocation may be required. Please include all reallocations in the **Business Plan, Line 19** and describe below how your institution will cover any shortfalls in any given year.

ACADEMIC DEGREE PROGRAM BUSINESS PLAN									
1									
2	INSTITUTION:	Athens State University							
3	PROGRAM NAME:	MSN Nursing Education	CIP CODE:	51.3203					
4	SELECT LEVEL:	GRADUATE (MASTER'S)							
5	ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM								
6		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
7	PERSONNEL SALARIES & BENEFITS	\$7,200	\$49,200	\$56,400	\$56,400	\$56,400	\$56,400	\$56,400	\$338,400
8	EQUIPMENT								\$0
9	FACILITIES								\$0
10	ASSISTANTSHIPS/FELLOWSHIPS								\$0
11	LIBRARY	\$2,200	\$2,500	\$2,700	\$2,900	\$3,100	\$3,300	\$3,500	\$20,200
12	ACCREDITATION	\$8,613	\$1,885	\$1,923	\$1,961	\$8,800	\$2,040	\$2,081	\$27,303
13	OTHER COSTS								\$0
14	TOTAL EXPENSES	\$18,013	\$53,585	\$61,023	\$61,261	\$68,300	\$61,740	\$61,981	\$385,903
15	*NEW* REVENUES AVAILABLE FOR PROGRAM SUPPORT								
16		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
17	TUITION + FEES	\$12,024	\$27,900	\$44,640	\$61,380	\$75,330	\$83,700	\$89,280	\$394,254
18	EXTERNAL FUNDING								\$0
19	REALLOCATIONS								\$0
20	TOTAL REVENUES	\$12,024	\$27,900	\$44,640	\$61,380	\$75,330	\$83,700	\$89,280	\$394,254
21	ENROLLMENT PROJECTIONS								
22									
23		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
24	FULL-TIME ENROLLMENT HEADCOUNT	No data reporting	3	5	6	6	7	7	5.67
25	PART-TIME ENROLLMENT HEADCOUNT		5	5	5	4	5	5	4.83
26	TOTAL ENROLLMENT HEADCOUNT		8	10	11	10	12	12	10.50
27	NEW ENROLLMENT HEADCOUNT		3	6	5	6	4	6	5.00
28	Validation of Enrollment			YES	NO	YES	NO	YES	
29	DEGREE COMPLETION PROJECTIONS								
30	<i>Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.</i>								
31		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
32	DEGREE COMPLETION PROJECTIONS	No data reporting	2	5	4	5	4	5	4.17

Graduate Curriculum Overview

Graduate Curriculum Checklist:

- | | |
|--------------------------|-------------------------------------|
| 1. Overview | <input checked="" type="checkbox"/> |
| 2. Components | <input checked="" type="checkbox"/> |
| 3. Options (as required) | <input type="checkbox"/> |

1. Graduate Overview

Enter the credit hour value for all applicable components (N/A if not applicable). The credit hours MUST match the credit hours in the Curriculum Components table.

Curriculum Overview of Proposed Program	
Credit hours required in Program Courses	27
Credit hours in Program Options (concentrations/specializations/tracks)	
Credit hours in Program Electives	
Credit hours in Required Thesis/Research	
Credit hours in Required Capstone/Internship/Practicum	4
Total Credit Hours Required for Completion:	31

Maximum number of credits that can be transferred in from another institution and applied to the program:	6
Intended program duration in semesters for full-time students:	4
Intended program duration in semesters for part-time students:	5

Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, structured work-based learning with an employer partner, or alignment with nationally recognized industry standards? **YES** **NO**

If **yes**, please explain (i.e., number of hours required, etc.):

**Unencumbered RN licensure required
BSN degree from an accredited institution of higher learning.**

YES **NO**

Does the program include any concentrations/ tracks/ options?

If **yes**, please explain (i.e., define):

2. Graduate Components

Please provide all course information as indicated in the following table. Indicate new courses with "Y" in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a "Y" in the WBL column.

Insert Additional Rows as Needed				
Institution:	Athens State University			
Program Name:	Masters of Science in Nursing Education			
Program Level:	GRADUATE (MASTER'S)			
Curriculum Components of Proposed Program				
Course Number	Course Name	Credit Hours	New? (Y)	WBL? (Y)
Program Courses				
NUR 510	Health Policy, Ethics, and Social Issues for Nurse Educators	3	Y	
NUR 520	Accreditation & Program Outcomes for Nurse Educators	3	Y	
NUR 530	Advanced Scholarly Inquiry for Nurse Educators	3	Y	
NUR 540	Teaching & Learning Strategies and Theory for Nurse Educators	3	Y	
NUR 570	Instructional Design and Technology for Nurse Educators	3	Y	
NUR 600	Advanced Patho-Pharmacology for Nurse Educators	3	Y	
NUR 610	Advanced Physical Assessment & Health Promotion for Nurse Educators	3	Y	
NUR 620	Evaluation and Assessment of Teaching & Learning for Nurse Educators	3	Y	
NUR 630	Curriculum Design and Learning Outcomes for Nurse Educators	3	Y	
		27		
Program Options (enter total credit hours from all options below)		0		
Program Electives		0		
N/A				
Required Thesis/Research		0		
N/A				
Capstone/Internship/Practicum		4		
NUR 660	Nurse Educator Capstone	4	Y	Y
Total Credit Hours Required for Completion:		31		



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Letters of Support



CALHOUN COMMUNITY COLLEGE

Post Office Box 2216 • Decatur, Alabama 35609-2216 • Phone 256-306-2500 • www.calhoun.edu

February 25, 2026

To Whom it May Concern,

I am pleased to offer my strong support for Athens State University's proposal to develop and implement a Master of Science in Nursing (MSN) program. This initiative thoughtfully addresses the growing need for highly educated nursing professionals both in clinical practice and in higher education across our region.

Athens State University has demonstrated a strong commitment to academic excellence and student success. The university's existing Bachelor of Science in Nursing (BSN) program has established a high standard for quality education. Many of our students have goals for advanced nursing practice. We currently have 33 students in the BSN program offered by Athens State. Students express their appreciation in having this available in our immediate area as a means to advance their education.

Building on this success, the proposed MSN program will cultivate nurse leaders, educators, and advanced practitioners, essential to strengthening our healthcare delivery system, especially in the rural areas of our region. The MSN program will provide accessible graduate nursing education for working nurses, support workforce development, and enhance healthcare outcomes throughout Alabama and surrounding communities. Athens State University is well-positioned to implement this program successfully through its experienced faculty and established healthcare partnerships.

In summary, I fully support Athens State University's efforts to launch a Master of Science in Nursing Education program and believe it will provide meaningful, long-term benefits to students, healthcare partners, and the diverse communities they serve.

Sincerely,

A handwritten signature in black ink that reads "Stacy Powell DNP, RN".

Dr. Stacy Powell, DNP, RN
Nursing Department Chair
Calhoun Community College
Stacy.powell@calhoun.edu



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Office of the Dean of Healthcare Programs

Myrna Williamson, EdD, MSN, RN
williamsonm@nacc.edu

February 23, 2026

To Whom It May Concern:

On behalf of the Health Science Division at Northeast Alabama Community College (NACC), I am pleased to express strong support for Athens State University and its proposal to develop and implement a Master of Science in Nursing (MSN) program. NACC maintains a longstanding and collaborative partnership with Athens State University and has formally partnered with Athens to provide NACC nursing students with the opportunity to complete a dual degree Fast Track RN to BSN pathway. This established academic partnership reflects a shared commitment to student access, seamless transfer, and educational advancement, and it provides full confidence in Athens State University's capacity to expand its nursing offerings at the graduate level.

The proposed MSN program directly addresses the increasing need for highly qualified nurse leaders and educators throughout the region. As healthcare systems continue to evolve, the demand for advanced preparation in nursing education and leadership continues to grow. Athens State University has demonstrated academic excellence through its existing BSN program, and the addition of an MSN will further strengthen the nursing workforce pipeline across Alabama.

An MSN program at Athens State University will provide accessible, high-quality graduate education for working nurses while supporting workforce development and enhancing healthcare outcomes across the communities served. With experienced faculty, established healthcare partnerships, and a proven track record of inter-institutional collaboration, Athens State University is well-positioned for the successful implementation of its programs.

In summary, I fully support Athens State University's efforts to launch a Master of Science in Nursing program and am confident it will provide meaningful, long-term benefits to students, healthcare partners, and the citizens of the region.

Respectfully,

A handwritten signature in cursive script that reads "Dr. Myrna Williamson".

Myrna Williamson, Ed.D., MSN, RN

Dean of Healthcare Programs
Northeast Alabama Community College
P.O. Box 159
Rainsville, Alabama 35986
Phone: 256-638-4418, Ext. 2299
williamsonm@nacc.edu

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2/24/2026



To Whom it May Concern,

I am pleased to offer my strong support for Athens State University's proposal to develop and implement a Master of Science in Nursing (MSN) program. This initiative thoughtfully addresses the growing need for highly educated nursing professionals both in clinical practice and in higher education across our region.

Athens State University has demonstrated a strong commitment to academic excellence and student success. The university's existing Bachelor of Science in Nursing (BSN) program has established a high standard for quality education building on this success, the proposed MSN program will cultivate nurse leaders, educators, and advanced practitioners essential to strengthening our healthcare delivery system.

The MSN program will provide accessible graduate nursing education for working nurses, support workforce development, and enhance healthcare outcomes throughout Alabama and surrounding communities. Athens State University is well-positioned to implement this program successfully through its experienced faculty and established healthcare partnerships.

In summary, I fully support Athens State University's efforts to launch a Master of Science in Nursing Education program and believe it will provide meaningful, long-term benefits to students, healthcare partners, and the diverse communities they serve.

Sincerely,

Catherine Brown MSN, RN, CNS, ACNS-BC

Chief Nursing Officer

Athens-Limestone Hospital

700 West Market Street

Athens, AL 35611

256-233-9162



Alabama Commission on Higher Education

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February 24, 2026

To Whom it May Concern,

I am pleased to offer my strong support for Athens State University's proposal to develop and implement a Master of Science in Nursing (MSN) program. This initiative thoughtfully addresses the growing need for highly educated nursing professionals both in clinical practice and in higher education across our region.

Athens State University has demonstrated a strong commitment to academic excellence and student success. The university's existing Bachelor of Science in Nursing (BSN) program has established a high standard for quality education. Building on this success, the proposed MSN program will cultivate nurse leaders, educators, and advanced practitioners, essential to strengthening our healthcare delivery system.

The MSN program will provide accessible graduate nursing education for working nurses, support workforce development, and enhance healthcare outcomes throughout Alabama and surrounding communities. Athens State University is well-positioned to implement this program successfully through its experienced faculty and established healthcare partnerships.

In summary, I fully support Athens State University's efforts to launch a Master of Science in Nursing Education program and believe it will provide meaningful, long-term benefits to students, healthcare partners, and the diverse communities they serve.

Sincerely,

A handwritten signature in green ink, appearing to read "Arin Zapf".

Arin Zapf
Chief Nursing Officer, Huntsville Hospital
Arin.zapf@hhsys.org
256-265-2835