

BOARD OF HIGHER EDUCATION
REQUEST FOR COMMITTEE AND BOARD ACTION

COMMITTEE: Assessment and Accountability **NO.:** AAC 08-16
COMMITTEE DATE: April 17, 2008
BOARD DATE: April 25, 2008

MOVED: The Board hereby approves the application of the **University of Massachusetts Worcester** to award the **Doctor of Nursing Practice**.

Upon graduating the first class for this program, the University of Massachusetts Worcester shall submit to the Board a status report addressing its success in reaching program goals as stated in the application and in areas of enrollment, curriculum, faculty, resources, and program effectiveness.

Authority: Massachusetts General Laws Chapter 15, Section 9(b).
Contact: Aundrea Kelley, Associate Vice Chancellor for Academic Policy

BOARD OF HIGHER EDUCATION

April 2008

University of Massachusetts Worcester
Doctor of Nursing Practice

INTENT AND MISSION

The University of Massachusetts Worcester (UMW) has submitted a proposal to establish a post master's Doctor of Nursing Practice (DNP) program for the preparation of advanced practice nurses (APNs). The purpose of the DNP program will be to prepare graduates for leadership roles in advanced nursing practice, clinical nursing education, and administration.

The mission of the University of Massachusetts Medical School is to serve the people of the Commonwealth through programs of national distinction in health sciences education, research and public service. The Graduate School of Nursing (GSN) at UMW supports this mission through offering program specialties that prepare graduates as APNs. The GSN developed the proposed DNP program in response to the recommendation of the American Association of Colleges of Nursing (AACN) to change APNs' degree requirements from the master's level to the practice doctorate (DNP) level by 2015 due to an increasingly complex healthcare environment, requiring sophisticated and advanced nursing knowledge.

The proposed program was approved by the University's Board of Trustees Committee on Academic and Student Affairs on February 25, 2008 and by the Board of Trustees on March 19, 2008. The required Letter of Intent was circulated on March 3, 2008.

NEED AND DEMAND

Massachusetts will have an estimated 25,382 unfilled nursing positions by 2020.¹ The predicted shortage of nurses is associated with nursing faculty shortages that are intensifying the overall nursing shortage by limiting the number of students that can be admitted to nursing programs. The proposed DNP program at UMW will address this critical need to prepare APNs at the highest level. Graduates will be prepared to provide care to patients in hospitals and community-based settings, ensure patient safety and

¹ *American Association of Colleges of Nursing (2003). Faculty shortages in Baccalaureate and Graduate Nursing Programs: Scope of the problems and shortages for expanding the supply.* Retrieved September 1, 2006 from <http://www.aacn.nche.edu/Publications/pdf/TFFFWP.pdf>.

teach student nurses. The DNP program proposed by the UMW offers nurse educator elective courses to prepare graduates as clinical nursing faculty.

ACADEMIC AND RELATED MATTERS

Admission Requirements

Students will be admitted to the proposed DNP program based on an overall appraisal of their ability to undertake doctoral study and their potential contributions to advanced practice nursing. To be accepted, all applicants will have a proposed capstone project that is congruent with that of a GSN faculty member. The faculty will do a thorough review of applicants' previous academic performance, recommendations, and scholarly work to date. The admission criteria for the DNP program are:

- Official transcripts from all colleges and universities with a cumulative grade point average (GPA) of 3.0 or better in the baccalaureate program and 3.2 or better in the Master of Science in Nursing program
- Verbal and quantitative scores on the Graduate Record Examination of 1000 or higher
- Unrestricted registered nurse and nurse practitioner licenses
- National certification as an advanced practice nurse (Adult Nurse Practitioner, Adult Acute Care Nurse Practitioner, Family Nurse Practitioner, Gerontological Nurse Practitioner)
- Master of Science in Nursing from a program accredited by the National League for Nursing Accrediting Commission or Commission on Collegiate Nursing Education
- Three letters of recommendation including academic and professional references
- Curriculum vitae
- One example of scholarly writing (i.e., publications, scholarly papers)
- Portfolio demonstrating APN competencies and personal goals as a DNP

Projected Enrollments

The program will start with an initial small cohort and progressively increase enrollment as the program develops, as illustrated in the table below:

Projected Enrollments & Graduations	2008	2009	2010	2011	2012
First Year of DNP Program	10	12	14	16	18
Continuing Students	0	10	14	18	20
Total Enrollments	10	22	28	34	38
Graduations	0	8	10	18	16

Curriculum

The curriculum was designed to educate students to improve and transform health care through systems leadership, research translation, and advanced clinical knowledge. The students will also be certified as APNs in one of the specialties offered by the GSN. These specialties include the Adult Acute/Critical Care Nurse Practitioner Specialty, Adult Primary Care Nurse Practitioner Specialty, Dual Track Gerontological Nurse Practitioner Specialty, and Family Nurse Practitioner Specialty. The GSN also offers subspecialty courses in the areas of Cardiovascular Care, Cancer Care, Correctional Health Care, Geriatric Care, and Nurse Educator. The core curriculum is attached in Appendix A.

RESOURCES

Faculty and Staff

The teaching faculty committed to the DNP doctoral program includes two DNP faculty, two PhD faculty teaching shared courses, two interdisciplinary faculty, and four GSN doctorally prepared faculty for the DNP capstone projects. There will be other doctorally prepared faculty teaching the elective courses available to students in the master's and doctoral programs.

Currently existing GSN staff members will support the recruitment and retention of students and will provide ongoing administrative support for the program. These staff includes the Director of Recruitment and Retention, the Coordinator of the Office of Student Affairs and an administrative assistant for a total of 1.5 FTE staff.

Facilities and Equipment

Existing facilities at the UMW that will be used for the proposed DNP program include classrooms, office space, an interactive videoconferencing room, conference rooms, parking, library space, study carrels, and access to information services and the learning management program, WEB-CT. Current equipment will be allocated for existing faculty and staff and will be upgraded/replaced according to University policy. New equipment including computers and printers will be purchased for the new DNP faculty and to support the additional courses in the proposed DNP program.

Library Resources

The Lamar Soutter Library provides students, faculty and researchers with biomedical and nursing literature and resources. The library serves the medical information needs of the entire Commonwealth of Massachusetts and is open to the public. The Graduate

School of Nursing home web page provides direct linkage to the library home page which offers students the ability to search online databases such as MEDLINE and CINAHL, as well as on-line textbooks. The library home page further offers students access to MD Consult, full text articles (available in PDF format), and library project sites which include Evidence-based Practice for Public Health, International Healthcare Opportunities, and Cancer Prevention Sites.

Field and Clinical Resources

The GSN has several clinical resources that will support the teaching environment for the proposed DNP program at UMW and its two major clinical partners, UMass Memorial Health Care and Commonwealth Medicine. In addition, the GSN has approximately 152 active affiliation agreements with health care agencies throughout the state.

FISCAL

The resources needed for the first and subsequent year(s) of the DNP program at UMW will build on the resources within the GSN. The five year additional cost estimate for the DNP program is documented in Appendix B.

EVALUATION

Dr. Elizabeth Lenz, Dean, College of Nursing, Ohio State University and Dr. Donna Hathaway, Dean, College of Nursing University of Tennessee Health Science Center reviewed the proposal and conducted a site visit on November 30, 2007 on the University of Massachusetts Boston campus to consider the request to offer the Doctor of Nursing Practice (DNP) degree at the University of Massachusetts Worcester (UMW). Overall the reviewers expressed strong support for the proposed program, noting its thoughtful design and excellent selection of clinical sites; however, they also made a few recommendations for improvement. The reviewers requested that the proposed program develop a detailed evaluation plan for the program and policies and procedures for application review and for evaluating student performance and progression. They also suggested that the GSN consider transitioning the post-master's program model to a post-baccalaureate model by 2015, per the recommendation of the AACN.

In response, the GSN is committed to using a Systematic Evaluation Plan that the program has already developed for the PhD and Master's programs that address the concerns of the reviewers for more planning concerning program evaluation, application review and student evaluation. The GSN has also drafted a post-baccalaureate DNP sample plan of study. This curriculum has been approved by the DNP Taskforce and the program state that it intends to move it forward through the GSN governance structure for approval.

STAFF ANALYSIS AND RECOMMENDATION

The staff has thoroughly reviewed all documentation submitted by UMW and external reviewers. Staff recommendation is for approval of the Doctor of Nursing Practice.

Upon graduating the first class for this program, UMW shall submit to the Board a status report addressing its success in reaching program goals as stated in the application and in the areas of enrollment, curriculum, faculty resources and program effectiveness.

Appendix A

Sample Plan of Study

<i>Sequence</i>	<i>Credits</i>	<i>Category</i>
Year 1 (Fall)		
N 701 Research and Theory for the DNP*	4	Core
Nursing 790J Informatics for Advanced Nursing Practice (UMA)	3	Core
PubHlth 630 Principles of Epidemiology (UMA at UMW)	3	Core
Year 1 (Spring)		
N 808 Doctoral Seminar in Critical Health Policy Issues	3	Core
N 702 Trends Influencing the DNP*	3	Core
N 815 Statistical Analysis of Data	3	Core
Year 1 (Summer Session)		
Elective	3	Specialty
N 703 Organizational Systems and Healthcare Economics *	3	Core
Year 2 (Fall)		
N 791 DNP Residency I*	3	Specialty
N 793 DNP Capstone Project I*	3	Specialty
Elective	3	Specialty
Year 2 (Spring)		
N792 DNP Residency II*	3	Specialty
N 794 DNP Capstone Project II*	3	Specialty
*New DNP Courses	Total Credits = 40	

Appendix B

Proposal for DNP Program/Five Year Budget

UMW Internal Funding	FY'09	FY'10	FY'11	FY'12	FY'13
Personnel					
Faculty	99,239	201,456	207,500	213,725	220,136
Admin support	7,138	14,705	15,146	15,600	16,068
Total	106,377	216,161	222,646	229,325	236,204
Other Expenses					
DNP Seminar Series and Visiting Scholars	3,000	3,000	3,000	3,000	3,000
Office Supplies	3,500	3,500	3,500	3,500	3,500
Equipment	3,600	1,800		3,600	1,800
Copier/phones/computer fees	300	575	575	5,575	5,575
Travel	1,500	3,000	3,000	3,000	3,000
Total Other Expenses	11,900	11,875	10,075	18,675	16,875
Total Program Expenses	118,277	228,036	232,721	248,000	253,079

Appendix C

Sample Plan of Study of Post Baccalaureate DNP Program

<i>Sequence</i>	<i>Credits</i>	<i>Category</i>
Year 1 (Fall)		
N 701 Research and Theory for the DNP I	5	Core
N 705 Trends Influencing the DNP	4	Core
N 713 Advanced Pathophysiology	3	APN Core
Year 1 (Spring)		
N 702 Research and Theory for the DNP II	3	Core
N 714 Advanced Pharmacotherapeutics	3	APN Core
N 808 Doctoral Seminar in Critical Health Policy Issues	3	Core
PubHlth 630 Principles of Epidemiology	3	Core
Year 1 (Summer Session)		
N 715 Advanced Health Assessment	3	APN Core
N 706 Community Service Learning Practicum for the DNP	3	Core
Year 2 (Fall)		
N *** APN Theory	5-7	Specialty
N *** APN Clinical	3-4	Specialty
Elective	3	Specialty
Year 2 (Spring)		
N *** APN Theory	5-7	Specialty
N *** APN Clinical	3-4	Specialty
N 815 Statistical Analysis of Data	3	Core
Year 2 (Summer Session)		
Nursing 790J Informatics for Advanced Nursing Practice (UMA)	3	Core
Elective	3	Specialty
Year 3 (Fall)		
N 791 DNP Residency I*	3	Specialty
N 793 DNP Capstone Project I*	3	Specialty
N 708 Organizational Systems and Healthcare Economics	4	Core
Year 3 (Spring)		
N792 DNP Residency II*	3	Specialty
N 794 DNP Capstone Project II*	3	Specialty
Elective	3	Specialty
ANP/ACNP = 77 Credits FNP/Dual Track GNP 83 Credits		