

**BOARD OF GOVERNORS  
STATE UNIVERSITY SYSTEM OF FLORIDA  
NEW DOCTORAL DEGREE PROPOSAL STAFF ANALYSIS**

**Program:** Doctor of Nursing Practice  
**Institution:** Florida State University  
**Staffed By:** Jon Rogers

**CIP Code:** 51.1601  
**Proposed Implementation Date:** Fall 2009  
**Initial Review Date:** Fall 2008      **Last Update:** 10/20/08

**Estimated Costs:**

	Total	% & \$ Current Reallocated	% & \$ New Recurring	% & \$ New Non- Recurring	% & \$ C&G	Cost per FTE	SUS 06-07 Average Cost per FTE
Year 1	\$269,457	94% \$254,457	0	0	6% \$15,000	\$23,229	\$27,237 51 CIP
Year 5	\$695,109	96% \$666,109	0	0	4% \$29,000	\$15,481	

**Projected FTE and Headcount are:**

	Student Headcount	Student FTE
<b>First Year</b>	16	11.6
<b>Second Year</b>	32	23.2
<b>Third Year</b>	48	35.8
<b>Fourth Year</b>	59	37.2
<b>Fifth Year</b>	70	44.9

*On March 29, 2007, the Florida Board of Governors approved BOG Regulation 8.011, which sets forth criteria for implementation and authorization of new doctorates by the Board of Governors, as well as criteria for implementation and authorization of Bachelors, Masters and Specialist degrees by Boards of Trustees. The following staff analysis is an assessment of how well the university meets BOG Accountability and Readiness criteria for implementation of this degree program.*

**Proposal Page Numbers:**

INTRODUCTION		ACCOUNTABILITY		READINESS				
Program Description	System Analysis	Overall	Budget	Mission and Strength	Program Quality	Curriculum	Faculty	Resources
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## **A. Program Description:**

The FSU College of Nursing is proposing the establishment of a new degree, the Doctor of Nursing Practice (DNP). The clinical doctorate (DNP) prepares highly qualified nurses with competencies in advanced practice nursing and is built upon the generalist foundation acquired through a baccalaureate in nursing or advanced generalist masters degree in nursing. DNP programs are expected to eventually replace master's level programs in advanced practice nursing according to a national initiative supported by the American Association of Colleges of Nursing (AACN) and the affiliated accrediting body, the Commission on Collegiate Nursing Education (CCNE).

The proposed program will include 90 credit hours of post baccalaureate study, with a curriculum design based on AACN/CCNE guidelines, and there will be two specialties within the degree program: the Family Nurse Practitioner specialty which will eventually replace the existing master's nurse practitioner program, and a Health Systems Leadership specialty, which will address a need for nurses with advanced competencies in healthcare leadership, resource management, and healthcare systems management and administration.

## **B. System-Level Analysis and Evaluation in accordance with BOG Regulation 8.011:**

The field of nursing has been identified as critical to the service and infrastructure needs of Florida, and qualified nursing faculty are vitally needed in order to increase the number of nursing students and graduates. The national initiative for the conversion of master's level programs for advanced practice prior to 2015 coupled with healthcare provider and nurse educator shortages in Florida illustrate the distinct need for the DNP degree program. DNP-prepared nurses have as their primary goal 'advanced practice nursing' which provides the rich clinical basis for clinical teaching in nursing education.

A Board of Governors Resolution, approved March 23, 2006, permitted a state university that offered a research doctorate in nursing to implement a DNP with university board of trustees approval, subject to a determination by the BOG Office that the university satisfactorily addressed the new degree approval criteria. Universities, such as FSU, that do not have an existing doctorate program in nursing are required to develop a full degree proposal and seek approval from the BOG. Subsequent to this resolution, DNP programs have been established in the SUS at the University of South Florida (2006), the University of Florida (2006), the University of Central Florida (2007), the University of North Florida (2007), and Florida Atlantic University (2008). In 2006-2007, DNP enrollment in the SUS was as follows: USF-67, UF-52, and UCF-36.

As a part of the resolution, the BOG recommended that master's level programs in nursing remain unaffected by the implementation of a DNP program. This is consistent with the American Association of College of Nursing (AACN) position with regard to master's programs that do not lead to advance practice licensure. Florida State University has provided assurance that existing master's programs leading to advance practice nursing will be phased out over a period of two years in accordance with this BOG resolution.

FSU, as a premier research university, offers extensive opportunities for interdisciplinary research with regional and state healthcare agencies. Needs assessment activities that were conducted by the FSU College of Nursing in 2006 and 2007 verified the high demand for practical nursing graduate education in the region. The FSU DNP proposal provides evidence of demand and need for this program based on surveys to current BS in Nursing students and local nurses wishing to continue their education and advance their careers.

FSU's DNP program would be the only one offered by a university in the northwestern portion of the state. The proposed DNP program will provide advanced practice nursing education to an untapped pool of nurses in the region who are seeking both graduate education and training as primary healthcare providers. The UF College of Nursing has expanded access to a PhD in Nursing Science to North Florida through their North Florida PhD Nursing Consortium. Nursing programs at Florida A&M University, Florida State University, the University of North Florida and the University of West Florida have joined with the UF in the North Florida PhD Nursing Consortium to offer a cooperative PhD degree in nursing science, offering students access to the UF program through sites in Tallahassee Jacksonville, and Pensacola. The PhD in Nursing Science is a significantly different program than the Doctor of Nursing Practice.

**C. Assessment of the University Review Process in accordance with BOG Regulation 8.011:**

*Due to the system of stair step accountability set in place by the Board of Governors in Regulation 8.011, it is now incumbent upon University Board of Trustees to verify that all doctoral programs coming before the Board of Governors have met the requirements of the regulation. The following is an assessment of the university review process to ensure that all criteria set forth have been considered by the university prior to submission to the Board of Governors office.*

**ACCOUNTABILITY**

*Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.*

**1. Overall** - *The proposal is in the correct format, includes all necessary signatures, and contains complete and accurate tables for enrollment projections, faculty effort, and the proposed budget.*

YES NO

- The proposal has been approved by the university board of trustees and includes all required signatures.** University Board of Trustees approved program proposal on June 13, 2008. Official letter was received.
  
- The university has provided a proposal written in the standard SUS format which addresses new academic program approval criteria outlined in BOG Regulation 8.011.**

- The university has provided complete and accurate projected enrollment, faculty effort, and budget tables that are in alignment with each other.**  
All tables are in alignment and are instructive.
- The university has included a statement in the proposal signed by the equity officer as to how this proposal will meet the goals of the university's equity accountability plan.** FSU College of Nursing demonstrates a high level of enrollment diversity. The university graduate student population includes 28 percent ethnic minorities. The DNP program will place a high priority on the recruitment of men and nurses with diverse backgrounds.

*2. Budget - The proposal presents a complete and realistic budget for the program consistent with university and BOG policy, and shows that any redirection of funding will not have an unjustified negative impact on other needed programs.*

YES NO

- The University Board of Trustees has approved the most recent budget for this proposal.**
- The university has reviewed the budget for the program to ensure that it is complete and reasonable, and the budget appears in alignment with expenditures by similar programs at other SUS institutions.** FSU reviewed the DNP programs at the University of Florida, University of South Florida, University of North Florida, and the University of Central Florida.
- In the event that resources within the institution are redirected to support the new program, the university has identified this redirection and determined that it will not have a negative impact on undergraduate education, or the university has provided a reasonable explanation for any impact of this redirection.** The program will reallocate student FTEs from the current MSN enrollment to DNP enrollment. Thus, the gradual shift in budget allocations for faculty salaries/benefits and adjunct faculty salaries will move from supporting the MSN program to the DNP program. This shift will decrease the budgetary impact of the program, since it is not a completely new program, but an enhancement of an existing graduate nursing program.

## READINESS

*Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.*

**3. Program Quality** – *The proposal provides evidence that the university planning activities have been sufficient and responses to any recommendations to program reviews or accreditation activities in the discipline pertinent to the proposed program have been addressed.*

YES    NO

- The university has followed a collaborative planning process for the proposed program in accordance with policies and procedures adopted by the University Board of Trustees.** Planning began in Spring 2006. During Fall 2006, input from other Florida nursing deans was received and the DNP curriculum was developed. During 2007, program objectives were identified, course syllabi were developed, and input from industry and state officials on needed competencies was solicited.
- An external consultant has reviewed the proposal and supports the department's capability of successfully implementing this new program.** The FSU DNP program proposal was reviewed by Dr. Donna Hathaway, Dean of the University of Tennessee College of Nursing. The reviewer found that the proposal was well thought-out, in alignment with national recommendations and emerging program guidelines, and of sufficient detail to proceed with implementation.
- The university has found the level of progress that the department has made in implementing the recommendations from program reviews or accreditation activities in the discipline pertinent to the proposed program to be satisfactory.** The FSU CON currently has baccalaureate and master's programs, accredited by the Commission on Collegiate Nursing Education (CCNE). The standards for quality for DNP programs have been established as Essentials of Doctoral Education for Advanced Practice Nursing. The proposal lists the indicators and course titles showing that the proposed DNP program is designed to meet quality indicators as set forth by the American Association of Colleges of Nursing (AACN).
- The university has analyzed the feasibility of providing all or a portion of the proposed program through distance learning.** The initial delivery modality for the program will be a traditional on campus delivery method utilizing previously existing resources located at our main campus. The College, however, maintains the technology to deliver courses synchronously to multiple sites in North Florida through teleconferencing.
- If necessary, the university has made allowances for licensure and legislative approval to be obtained in a timely manner.**

**4. Curriculum** - *The proposal provides evidence that the university has evaluated the proposed curriculum and found that it describes an appropriate and sequenced course of study, and that the university has evaluated the appropriateness of specialized accreditation for the program.*

YES NO

**The university has reviewed the curriculum and found that the course of study presented is appropriate to meet specific learning outcomes and industry driven competencies discussed in the proposal.** The following are the specific learning outcomes for the proposed DNP program:

1. Develop, implement and evaluate complex practice approaches based on theoretical, ethical and scientific knowledge.
2. Ensure accountability for quality care and patient safety for diverse populations.
3. Demonstrate analytical methodologies for the evaluation of clinical practice, health outcomes, and the application of scientific evidence.
4. Utilize technological information systems to evaluate outcomes of care, health care delivery, and quality improvement.
5. Develop, evaluate, and provide leadership for health care policy that shapes health care financing, regulation and delivery.
6. Work collaboratively with trans-disciplinary teams to meet complex health care needs of diverse individuals and populations.
7. Analyze epidemiological, biostatistical, environmental, and organizational data for the development of clinical prevention and population health.
8. Demonstrate advanced levels of clinical judgment, systems thinking, and accountability in designing, delivering, and evaluating evidence-based care to improve patient outcomes.

Focus groups comprised of state and regional leaders in healthcare and nursing were used during the needs assessment and development of the proposed curriculum.

**The university anticipates seeking accreditation for the proposed doctoral program, or provides a reasonable explanation as to why accreditation is not being sought.** The FSU CON currently has baccalaureate and master's programs, accredited by the Commission on Collegiate Nursing Education (CCNE). Accreditation for the proposed program will be sought through the same national accrediting organization, the CCNE. According to CCNE policy, the College of Nursing will file a report within 60 days of the initiation of the initial course offering and will undergo an accreditation review within 18 months of implementation of the DNP program.

*5. Faculty – The proposal provides evidence that the university is prepared to ensure a critical mass of faculty will be available to initiate the program based on estimated enrollments, and that faculty in the aggregate have the necessary experience and research activity to sustain a doctoral program.*

YES NO

**The university has reviewed the evidence provided and found that there is a critical mass of faculty available to initiate the program based on estimated enrollments.** Faculty resources are sufficient to fund the teaching, advising and coordination of the proposed program. One additional faculty member is required to meet the program needs; the proposed addition will be funded by a vacant faculty line. The services of a retired faculty member who actively teaches in the nursing graduate programs will be solicited and funded using OPS designated funding.

**The university has reviewed the evidence provided and found that the faculty in aggregate has the necessary experience and research activity to sustain the program.** Currently, the FSU College of Nursing is continuing on a path that has seen continual improvements in the area of teaching, scholarship and service. The University has a world-class faculty and continues to add additional faculty in order to further enhance its ability to increase graduate teaching capability and research/scholarship efforts.

**The university has reviewed the evidence provided and found the academic unit(s) associated with this new degree to be productive in teaching, research, and service.** The College of Nursing has been highly productive in fulfilling its strategic goals related to teaching, research, scholarship and service. Faculty research activity has occurred without significant external funding although all tenure track faculty continue to seek funding opportunities. Increasing levels of scholarship is noted in rising numbers of publications from 11 in 2002-2003 to 33 in 2006-2007.

The College's advanced practice programs have contributed substantial service to the surrounding communities including professional contributions to the Florida Nurses Association, the Council for Advanced Practice Nurses and many other local and national professional organizations. Additionally, care provided to the medically underserved in the area by both faculty and advanced practice students is substantial, with care-related in-kind contributions at various organizations including The Bond Community Health Center, Neighborhood Healthcare Inc., county health department sites, Head Start, and other community organizations.

**If appropriate, the university has committed to hiring additional faculty in later years, based on estimated enrollments.** The College of Nursing currently supports 3.5 faculty teaching FTEs for graduate education. This allocation is a combination of tenure track faculty, clinical faculty and adjunct faculty. The

introduction of the Health Systems Leadership specialty will require an additional faculty member beginning in year 2 of the proposed program. This additional faculty resource will be supported by filling the currently funded vacant faculty lines within the College of Nursing. No new lines are required. The establishment of a strong core curriculum allows for the sharing of resources across the graduate specialty programs.

*6. Resources – The proposal provides evidence that the university has ensured the available library volumes and serials; classroom, teaching laboratory, research laboratory, office space, equipment, clinical and internship sites, fellowships, scholarships, and graduate assistantships will be sufficient to initiate the program, and that if applicable, funding has been secured to make more resources available as students proceed through the program..*

YES NO

- The university has provided a signed statement from the Library Director verifying that the library volumes and serials available are sufficient to initiate the program.**
- The university has ensured that the physical space necessary for the proposed program, including classrooms, laboratories and office space, is sufficient to initiate the program.** The FSU CON currently enjoys sufficient classroom resources to support the program through year 5. This includes both traditional and technology enhanced classrooms. When these 'brick and mortar' resources are combined with the on-line resources available for web assisted course offerings, the resources present a full range of teaching-learning options to the faculty.
- The university has ensured that necessary equipment is available to initiate the program.** Florida State University has significant teaching support resources in place. This includes technology-enhanced classrooms, web-based instructional systems, electronic data retrieval resources and a full complement of research space and manpower inherent at a doctoral intensive university. Additionally, the college has currently established clinical practice labs, a simulation center equipped with clinical resources, computer center and learning resource center.
- The university has ensured that fellowships, scholarships, and graduate assistantships are sufficient to initiate the program.** The FSU College of Nursing currently supports graduate students through federal nurse traineeship funding, graduate tuition waivers, and scholarship funding. During the 2007-2008 academic year, 33 graduate students were provided with \$123,580 of support. The nurse practitioner graduate students received \$87,584 of support via 28 graduate tuition waivers and \$29,047 of federal nurse traineeship funding. The funds used to support the nurse practitioner students will be allocated to students in the proposed DNP program.



- If applicable, the university has ensured that the department has arranged a suitable number of clinical and internship sites.** The nurse practitioner program currently uses clinical sites in primary and acute care in order to offer the requisite experiences to address the core competencies for Family Nurse Practitioners. Currently, the College of Nursing is actively utilizing 71 individual clinical preceptors across the existing Family Nurse Practitioner curriculum. Additionally, the College has established contracts with more than 50 other sites across the state. The College has also hired an additional certified nurse practitioner to liaison with and to coordinate visits to clinical sites, in anticipation of the further development of the program via the DNP. The current infrastructure and network of clinical sites is adequate to facilitate the advancement of the program to the DNP level.

The Health Systems Leadership specialty is new to the CON. The college does, however, have a well-established network of 140 clinical agencies throughout the region and the state, due to pre-existing contractual relationships. Additionally, the college has well-established relationships with state policy makers and with department of health leadership due to our location in the state capital and ability to collaborate with these agencies on a variety of projects. The clinical resources available through our previously existing contracts and through leveraging our position in the state capital is more than sufficient to facilitate the Health Systems Leadership specialty within the proposed DNP program.