

**Florida International University Ph.D. in Nursing Proposal
Division of Colleges and Universities Staff Analysis**

Recommended Action: Approve Implementation

Proposed Implementation Date: Spring 2004

Estimated Costs:

	Total	% & \$ Current	% & \$ New	% & \$ C&G	Cost per FTE
Year 1	\$197,416	74% \$146,416	0	26% \$51,000	\$12,799
Year 5	\$463,916	70% \$325,416	18% \$81,250	12% \$57,250	\$14,140

Projected FTE and headcount are:

	Projected Headcount	Student FTE
First Year	15	11.44
Second Year	25	19.5
Third Year	34	23.82
Fourth Year	44	26.82
Fifth Year	47	28.69

Abstract

The Ph.D. in Nursing was added to the SUS 1998-2003 Strategic Plan at the midcourse correction in May 2001 and supports the University's mission as a research institution located in a large urban area. Although the program will duplicate programs at six Florida institutions, the University makes the following arguments in favor of implementing a new Ph.D. program in Nursing. There is strong demand from local place bound nurses, the nearest public nursing program at FAU can be an extended commute; tuition at the two private Miami based programs is prohibitive for many potential students, and the existing programs would have difficulty recruiting faculty to expand their doctoral enrollment capacity. Perhaps the strongest argument in support of implementing this program is the critical need for new Ph.D. qualified faculty to increase the capacity of our state's undergraduate nursing programs, which are turning away more qualified students than they are able to admit. The proposal provides a convincing argument for more Ph.D. Nursing graduates at the national, regional and local levels. Data is provided that clearly shows a linkage between the increasing shortage of nursing faculty and the shortage of nurses in the workplace. Approximately 18 percent of the state's nursing faculty is expected to retire within the next year.

A master's in nursing is required for admission to the program. The curriculum described calls for 36 credit hours of "Core Courses" and 24 hours of dissertation for a total of 60 credit hours. Students must submit a plan of study to their advisory committee before the beginning of their second year. Specific learning outcomes are included in Matrix 1 and the individual course syllabi. The program will draw upon the strength of existing linkages with programs in the School of Social Work, School of Policy Management, Department of Dietetics and Nutrition, and the Department of Health. The program will strengthen linkages between the School of Nursing and the University Center on Aging and the Center on Community-Based Intervention Research. It will create new linkages with other programs and centers at FIU that relate to minority healthcare.

There are currently 17 doctorally prepared regular faculty to participate in the program, two of which have headed Ph.D. Nursing programs at other universities. The faculty in aggregate has the necessary education and experience to implement the program. The University plans to offset the loss of Ph.D. prepared faculty in the undergraduate classrooms with a combination of new hires using external funding and through the use of the Ph.D. students as teaching assistants.

This would appear to be a very low cost program for the University to implement, and the budget appears to have captured the relevant costs of implementing the new program. The proposal provides evidence that there are sufficient library resources, facilities and equipment to implement the program. Expansion of the program will be made possible through enrollment growth dollars and contract and grants dollars. Dr. Carol J. Loveland-Cherry, Professor and Executive Associate Dean at the University of Michigan, School of Nursing, was retained to review the proposal and provided a report that supports the implementation of this program.

If approved, the university plans to implement the program in Spring of 2004.

1. The proposed program is listed in the current State University System Master Plan, and the goals of the proposed program relate to the institutional mission statement as contained in the Master Plan.

The Ph.D. in Nursing was added to the SUS 1998-2003 Strategic Plan at the midcourse correction in May 2001. The program supports the University's mission as a research institution located in a large urban area.

2. The proposed program does not duplicate other SUS offerings or, otherwise, provides an adequate rationale for doing so.

The program duplicates nursing doctoral programs at six Florida institutions, three of which are in roughly the same geographic area, and two of which are new programs. Within Southeast Florida, programs exist at Florida Atlantic University (approved in 2001), Barry University and the University of Miami. The University of Miami program is a weekend only program, which makes it more accessible to working adults. In addition, the program at the University of Florida has launched a cooperative online version in which FIU could participate.

The university makes the following arguments in favor of implementing a new Ph.D. program in Nursing:

The great local demand for the program comes from place-bound adult learners unable to commute from Miami to Florida Atlantic University's program and who are not interested in online Ph.D. education (UF Cooperative). In addition, they are not interested in the research focus of the Ph.D. programs at Barry University or the University of Miami, nor can they afford the tuition of these private school programs. The existing doctoral programs graduate, on average, fewer than 6 students each per year. With an average of 6 Ph.D. graduates per year, these 6 programs cannot meet the replacement needs for nursing faculty retirements alone in the State and Southeastern region. Efforts to increase the number of PhD nursing graduates at Barry University and at the University of Miami are constrained by the small number of senior faculty with experience in Ph.D. education and research needed to guide additional doctoral students. Finally, there is a dearth of such faculty available nationwide to recruit.

The strongest argument for implementing this program at this time is the critical need for new Ph.D. qualified faculty to offset expected losses due to retirement and to increase the capacity of Florida's undergraduate nursing programs which are turning away more qualified students than they are able to admit. The nursing faculty at FIU has the necessary experience to implement a doctoral program, and state policy makers should be looking for every opportunity to leverage such capacity. Dr. Loveland-Cherry echoed the need for new Ph.D. programs in her review of the proposal, and specifically highlighted the potential of this program to attract underrepresented minorities.

3. There is evidence that planning for the proposed program has been a collaborative process involving academic units and offices of planning and budgeting at the institutional level, as well as external consultants, representatives of the community, etc.

Although the time-span for planning this program is relatively short for a doctoral program, the proposal provides evidence that the planning process included the relevant academic units and offices of the university, and that there was some involvement by local hospitals and health agencies.

4. The proposal provides a reasonable timetable of events leading to the implementation of the proposed program.

The revised timetable of events calls for final recruitment over the Fall of 2003 with implementation in Spring 2004. This is a very tight timetable for implementation, but it does not appear that a delay will critically impact the likelihood of success for the program.

5. The proposal provides evidence that there is a need for more people to be educated in this program at this level.

The proposal provides a convincing argument of need for more Ph.D. Nursing graduates at the national, regional and local levels. Data is provided that clearly shows a linkage between the increasing shortage of nursing faculty and the shortage of nurses in the workplace.

Approximately 18 percent of the state's nursing faculty is expected to retire within the next year. The proposal also includes data from a survey of local healthcare organizations and nurses that indicates a significant interest in this particular program.

6. The proposal contains reasonable estimates of headcount and FTE students who will major in the proposed program. The proposal also provides a signed EEO statement that indicates steps to be taken to achieve a diverse student body.

The proposal provides a convincing argument for its enrollment estimates. Table 1 includes 1.88 FTE for service courses that estimates the enrollment of non-degree seeking students in certain courses for the purpose of professional development. The enrollment estimates are in alignment with those of recently approved nursing doctoral programs at FAU and UCF. The proposal contains an equal opportunity impact statement signed by the University EO official. The statement relies heavily on the existing diversity at FIU, but further states that more effort will be made to recruit minorities, especially African American students.

7. The proposal provides an appropriate, sequenced, and described course of study.

A master's in nursing is required for admission to the program. The curriculum described calls for 36 credit hours of "Core Courses" and 24 hours of dissertation for a total of 60 credit hours. The 36 core courses are listed, and include three electives (content) courses. Students must submit a plan of study to their advisory committee before the beginning of their second year. The plan is approved by the advisory committee and must include the core and elective and cognate courses, or equivalent. A sample plan of study for a full-time student is provided in the proposal. Specific learning outcomes are included in Matrix 1 and the individual course syllabi.

8. The proposed program relates to specific institutional strengths such as programs of emphasis, other academic programs and/or institutes and centers.

The program will draw upon the strength of existing linkages with programs in the School of Social Work, School of Policy Management, Department of Dietetics and Nutrition, and the Department of Health. The program will strengthen existing linkages between the School of Nursing and the University Center on Aging and the Center on Community-Based Intervention

Research. It will create new linkages with other programs and centers at FIU that relate to minority healthcare.

9. If there have been program reviews or accreditation activities in the discipline pertinent to the proposed program, or in related disciplines, the proposal provides evidence that progress has been made in implementing the recommendations from those reviews.

The graduate and undergraduate nursing programs were reviewed by the National League for Nursing Accrediting Commission (NLNAC) in October 2000; and the undergraduate program was reviewed by the Florida Board of Nursing in April 2001. The proposal provides evidence that the University is making progress towards implementing the suggestions made by both of these entities. The consultant, Dr. Loveland-Cherry, reviewed the proposal against the American Association of Colleges of Nursing "Indicators of Quality in Research-Focused Doctoral Programs in Nursing", and found the indicators to be met.

10. The proposal provides evidence that the institution has analyzed the feasibility of providing all or a portion of the proposed program through distance learning technologies via its own technological capabilities as well as through collaboration with other universities.

The proposal provides evidence that the University has considered the use of distance education for some of its courses, but will not immediately move in that direction. Web-based communication will be used to augment instruction and faculty/student communications. However the nursing faculty is philosophically in favor of the networking, collaboration and mentoring that takes place in the on-campus environment.

11. The proposal provides evidence that there is a critical mass of faculty available to initiate the program based on estimated enrollments.

The proposal provides evidence that there is sufficient faculty to implement the Ph.D. in Nursing. There are currently 17 doctorally prepared regular faculty members available to participate in the program, two of which have headed Ph.D. Nursing programs at other universities. The consultant retained to review the proposal indicated in her report that the faculty was sufficient to implement the program.

12. For doctoral programs, the proposal provides evidence that the faculty in aggregate have the necessary experience and research activity to sustain the program.

The proposal provides evidence that the faculty in aggregate have the necessary education and experience to implement the program. A chart is provided that details individual faculty member's experience with dissertation and thesis committees, and their scholarly publications.

13. The proposal provides evidence that, if appropriate, there is a commitment to hire additional faculty in later years, based on estimated enrollments.

The proposal states that new faculty will be hired in years three, four and five to meet expected enrollment growth.

14. The proposal provides evidence that library volumes and serials are sufficient to initiate the program.

The proposal states that the University has sufficient library materials to implement the program.

A list of books and serials is provided, and a description of library facilities is included under the facilities section of the proposal. The consultant retained to review the proposal indicated in her report that the library holdings were sufficient to implement the program, and that planned expansion of these resources by the university was appropriate.

15. The proposal provides evidence that classroom, teaching laboratory, research laboratory, office, and any other type of space necessary for the proposed program is sufficient to initiate the program.

The proposal provides evidence that there are sufficient facilities to implement the program. Classroom space is currently available on the University Park Campus and the Biscayne Bay Campus. The Nursing School also has dedicated teaching labs for graduate and undergraduate courses including a Basic Nursing Concepts Laboratory, an Advanced Nursing Concepts Laboratory, and the School of Nursing Information and Technology (SONIT) Laboratory, all furnished with state of the art equipment. Additional space for teaching and research to support the Ph.D. program is expected to be available in Fall 2004 in the new \$34 million Health and Life Sciences Building under construction on the University Park campus. It will include a Nursing Resource Center with a Basic Nursing Laboratory, Advanced Nursing Laboratory, Anesthesiology Nursing Laboratory, and the relocated School of Nursing Information and Technology (SONIT) Laboratory. The Anesthesiology Nursing Laboratory will have wet laboratory facilities. The new building will provide both space and equipment for education of nursing students and for faculty and student research. It will also enhance collaboration by locating the Ph.D. program in Nursing in proximity to other health related Ph.D. programs at FIU.

16. The proposal provides evidence that necessary and sufficient equipment to initiate the program is available.

Information about laboratories and equipment is provided as part of the facilities description. In addition, the SONIT laboratory exists as a multipurpose technological laboratory for class instruction and faculty/staff training. It has 20 computer workstations linked to the University's network and the Internet and to a network printer. A liquid crystal display (LCD) projector is connected to the faculty's computer. The new SONIT lab will be equipped with 40 computer workstations and 10 laptop computers each connected to a liquid crystal display (LCD) projector. Each computer will be furnished with software programs to assist students with word processing, statistical analysis, NCLEX-RN and advanced practice certification preparation, and multimedia presentations.

17. The proposal provides evidence that, if appropriate, fellowships, scholarships, and graduate assistantships are sufficient to initiate the program.

The University has been successful in providing financial support for graduate nursing students at the master's level and expects to continue that support for its doctoral students. Financial support includes assistanceships, tuition waivers and federal grants. In addition, it is expected that a large number of the Ph.D. students will be part-time and paying their own way through the program. Nurses can earn more working part-time than the University can provide in scholarships.

18. The proposal provides evidence that, if appropriate, clinical and internship sites have

been arranged.

The proposal states that no internships are required for the program. Arrangements have been made to place students into part-time work at area health care facilities to assist with their financial support and continued professional development.

19. The proposal provides evidence that, in the event that resources within the institution are redirected to support the new program, such a redirection will not have a negative impact on undergraduate education.

The University plans to offset the loss of Ph.D. prepared faculty in the undergraduate classrooms with a combination of new hires using external funding and through the use of the Ph.D. students as teaching assistants.

20. The proposal provides a complete and reasonable budget for the program, which reflects the text of the proposal. Costs for the program reflect costs associated with similar programs at other SUS institutions.

This would appear to be a very low cost program for the University to implement. Tables two and three are in alignment with each other, and the proposal budget appears to have captured the relevant costs of implementing the new program. Expansion of the program will be made possible through enrollment growth dollars and contract and grants dollars. The School of Nursing has a strong record in obtaining grants and has submitted a grant proposal for support of the proposed program from the Division of Nursing, DHHS, for start-up funding. They will also seek pre-doctoral research training grant funds from NIH and nursing specialty organizations.

21. The proposal contains evidence that, if appropriate, the institution anticipates seeking accreditation for the proposed program.

Accreditation is not available for nursing at the doctoral level.

22. The proposal provides evidence that the academic unit(s) associated with this new degree have been productive in teaching, research, and service.

The proposal provides evidence that the academic unit associated with this program has been productive in teaching, research and service.