

**STATE UNIVERSITY SYSTEM OF FLORIDA  
BOARD OF GOVERNORS  
Health Initiatives Committee and Advisory Group Workshop  
January 21, 2015**

**SUBJECT:** Emerging and Evolving Health Occupations

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**PROPOSED COMMITTEE ACTION**

For information

**AUTHORITY FOR BOARD OF GOVERNORS ACTION**

Article IX, Section 7, Florida Constitution

**BACKGROUND INFORMATION**

As part of its environmental scan, the Health Initiatives Committee and Advisory Group will hear a brief presentation from staff on the topic of emerging and evolving health occupations. Emerging occupations are newly forming occupations in which new skills and competencies in the workforce are becoming formally recognized. Evolving occupations are occupations that currently exist but are being redefined by changes in necessary skills and competencies. The Committee and Advisory Group will review and advise on health occupations for which demand projections show few annual job openings but a relatively high job growth rate, which could indicate an occupational shift.

Board of Governors Regulation 8.011 guides the review of new doctoral program proposals and stipulates, "the proposal shall demonstrate a need for more individuals to be educated in the program at the level proposed, provide an estimate of the headcount and full-time equivalent (FTE) for students who will major in the program, and indicate steps to be taken to achieve a diverse student body." Demonstrating need for emerging and evolving occupations requires special considerations. The use of the Bureau of Labor Statistics methodology for determining the workforce demand for some emerging and evolving occupations is complicated by the fact that demand projections reflect typical entry-level education. For program proposals where the degree proposed is higher than the typical entry-level education, determining the demand for a program's graduates requires additional market analysis.

In anticipation of three practice-oriented doctoral proposals being presented for approval by the Board of Governors in March 2015, staff will seek feedback from the Health Initiatives Committee's Advisory Group on market demand for clinical

nutritionists, clinical social workers, and nurse practitioners at varying degree levels. Specifically, the Advisory Group will consider evidence of hiring preference, promotion potential, or higher earnings for those who have attained a practice doctorate in these fields.

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**Supporting Documentation Included:** The introduction, and need and demand sections of three program proposals:

1. Doctorate in Clinical Nutrition at UNF
2. Doctor of Social Work (Clinical/Medical Specialty) at FAU
3. Doctor of Nursing Practice at FGCU

**Facilitators/Presenters:** Ms. Amy Beaven