

Ph.D. in Nursing
Florida State University
51.3808

**Board of Governors
Staff Analysis**

November 10, 2022





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Summary

Florida State University (FSU) is proposing a doctorate in nursing. There are two types of nursing doctorate programs: research-based and practice-based. The proposed program is primarily research-based, training students to conduct research to improve the nursing practice and contribute scholarship to the field. Specifically, the program's research will focus on health disparities and health equity across populations, such as HIV/AIDS prevention in adult and minority youth. Graduates will be qualified to teach in research-based and practice-based programs. Florida State University's Board of Trustees approved the proposed program on June 22, 2022. If approved by the Board of Governors, the proposed Ph.D. in Nursing will be the sixth doctoral program in the System in CIP 51.3808.

Program Description

The Ph.D. in Nursing Science will be offered by FSU's College of Nursing, which already offers a Doctor of Nursing Practice (DNP). The proposed program's curriculum will include advanced training in quantitative and qualitative research methods and educate students on nursing science research and special populations. Students will work with FSU faculty who research health disparities and health equity, focusing on rural populations.

Prospective students must have previous knowledge or experience in nursing, as evidenced by a Bachelor of Science in Nursing (BSN), a Master of Science in Nursing (MSN), or a DNP. Admission requirements include eligibility for licensure in Florida or a registered nurse license without restrictions, an admissions essay, an interview, a minimum grade point average in undergraduate or graduate nursing programs, and three professional letters of reference.

Once admitted, students with a BSN will complete 78 credit hours. Those with an MSN or DNP must complete 68 credit hours. To graduate from the program, students must attend three summer institutes, attend 80% of academic engagement activities (e.g., lab meetings and monthly seminars), pass preliminary examinations, complete a minimum of 24 dissertation credit hours, and successfully defend their Ph.D. dissertation.

If approved by the Board of Governors, FSU will implement the program in fall 2023 at the currently approved graduate tuition rate of \$444.26 per credit hour for resident students and \$1,075.66 for non-resident students. The proposed program will qualify as a Program of Strategic Emphasis in Health.

Need for Graduates in the Labor Market

The proposed doctoral program will train future nursing scholars. Graduates of the proposed program will be able to teach in both nursing science and nurse practitioner programs. According to the American Association of Colleges of Nursing, preparation at the doctoral level is preferable for those teaching in a four-year BSN program. Those with a Ph.D. in Nursing can provide advanced knowledge in nursing science, which will supplement the teaching in advanced clinical matters provided by DNPs. The institution

provided employment data from the U.S. Bureau of Labor Statistics, the Florida Department of Economic Opportunity, and the American Association of Colleges of Nursing to demonstrate workforce demand.

National and Florida Workforce Demand

Table 1 highlights the U.S. Bureau of Labor Statistics data, reflecting the need for postsecondary nurse educators. In Florida, job growth for nurse educators is anticipated to increase by about 23% over the next eight years. Similar job growth is expected nationally, with a projected increase of 22% over the next ten years. While the U.S. Bureau of Labor Statistics identifies a doctoral or professional degree as the education level required for entry into the profession, data from the U.S. Department of Labor indicates that only 36% of nursing faculty jobs require a doctoral degree. Education requirements for nursing faculty may vary depending on the type of postsecondary institution, the type of nursing program, and the faculty the institution uses to support the program.

Table 1: Labor Market Demand, CIP Code 51.3808

Occupations	Percent Change in Job Openings		Annual Average Job Openings		Total # of New Jobs		Education Level Needed for Entry
	FL 2021-29	U.S. 2020-30	FL 2021-29	U.S. 2020-30	FL 2021-29	U.S. 2020-30	
Nursing Educators	22.6%	22.4%	399	9,000	812	16,300	Doctoral or Professional Degree

Sources:

Date Retrieved: 10/12/2022

U.S. Bureau of Labor Statistics - <https://data.bls.gov/projections/occupationProj>

Florida Department of Economic Opportunity - <http://www.floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>

An insufficient number of qualified faculty in nursing programs is a contributing factor to the nationwide nursing shortage. According to the American Association of Colleges of Nursing's annual faculty vacancy survey, in 2021, the national faculty vacancy rate was 8%, about 2% higher than in 2020. These faculty vacancies include both bachelor's and master's programs. Survey respondents also noted challenges in recruiting faculty, including a limited pool of qualified faculty (50%) and finding faculty willing or able to conduct research (17%).

Florida is experiencing a nursing faculty shortage, particularly in pre-licensure programs, limiting the number of available slots for enrollment. During the 2021-22 Academic Year, State University System institutions received over 4,600 qualified applications for BSN programs, around 2,500 of which were not admitted due to limited program capacity. In 2019, the Florida Center for Nursing surveyed all pre-licensure programs in Florida and identified a need for 361 additional full-time positions. The center also highlighted key challenges in filling faculty vacancies, which included a limited qualified applicant pool and an inability to offer competitive salaries.

Supplemental Workforce Data

Graduates of the program will also be prepared for employment outside of an academic setting, primarily as nursing scientists in clinical research. For example, in Appendix K of the proposal, FSU provided a job announcement from Baptist Health of Florida for a doctorally-trained nursing scientist to direct a clinical research program. The salary ranged from \$90,000 to \$120,000, depending on experience.

Student Demand and Projected Enrollment

The institution used the Florida Board of Nursing database to distribute a survey to assess student interest in the proposed program. Out of the 1,039 survey respondents, 16% stated they would seek a Ph.D. soon, and another 14% expressed an intent to pursue a Ph.D. at a later date. Also, 30% of those interested in a Ph.D. reported they would consider the FSU Ph.D. in Nursing.

Projected Student Enrollment

The FSU College of Nursing, as shown in Table 2, anticipates accepting six students in year one and increasing the fall enrollment by up to two individuals, resulting in an anticipated enrollment of ten in year five.

Table 2: Projected Student Enrollment

	Student Headcount	Student FTE
Year 1	6	4.2
Year 2	6	8.4
Year 3	8	14.2
Year 4	8	20
Year 5	10	24.2

Doctoral Degrees in Nursing Awarded By Institution

Florida State University's program would be the sixth program in the System. As shown in Table 3, the five existing programs are relatively small, awarding 27 doctoral degrees in the 2021-22 Academic Year. Florida State University contacted representatives from the other five System institution programs. All five programs responded positively and indicated the proposed program would not negatively impact enrollment.

Table 3: Degrees Awarded, Ph.D. in Nursing, CIP 51.3808

Institution	2017 – 2018	2018 – 2019	2019 – 2020	2020 – 2021	2021 – 2022
FAU	9	5	8	9	6
FIU	4	0	2	2	2
UCF	1	3	3	8	9
UF	6	6	6	8	7
USF	5	6	2	4	3
Total	25	20	21	31	27

Source: Board ODA Analysis of Degrees Awarded by CIP, retrieved 10/18/2022.

Alignment with Institutional and System Strategic Priorities

Part of FSU's mission statement focuses on expanding and disseminating knowledge in the sciences and excellence in teaching and research. Florida State University's College of Nursing has experienced increases in faculty conducting research, research infrastructure, and funded research. The proposed Ph.D. in Nursing will build on these recent increases by adding a research-focused program, training graduates interested in nursing science, and increasing research productivity and funding.

Currently, FSU's College of Nursing has two research centers, which receive National Institute of Health (NIH) funding. The mission of the Center for Population Sciences for Health Equity is to develop and implement research-based practices to promote health equity among marginalized groups. The center, which has attracted more than \$14 million in NIH funds, is supported by Ph.D. students from other disciplines. Additionally, the College of Nursing's Brain Science and Symptom Management Center, which currently has attracted more than \$2 million in funding, focuses on symptom management through non-invasive approaches. Many of the center's studies focus on rural populations. Both centers provide opportunities for prospective students to be involved in nursing science research that has the potential to impact the practice of nursing.

The proposed Ph.D. program in Nursing also supports the 2025 System Strategic Plan's goals in teaching and learning; scholarship, research, and innovation; and community and business engagement. Nurse practitioners are a critical workforce need of the state of Florida. The proposed program will indirectly support the need for nurse practitioners by graduating individuals who are qualified to teach in both research and practice-based programs. The program's research on rural communities will also increase scholarly

activity and community engagement.

Proposed Program Costs

The proposed program will be primarily funded through Education and General funds and existing or future contracts and grants. As shown in Table 4, the institution intends to expend a total of \$325,234 in year one and \$688,757 in year five. The program will charge the currently approved tuition rate of \$444.26 for in-state students and \$1,075.66 for out-of-state students.

Table 4: Projected Program Costs

Total		Percentage & Dollar Amount					Auxiliary Funds	Cost per FTE	SUS 19-20 Average Cost per FTE (CIP 51)
		Current Reallocated	New Recurring	New Non-Recurring	Contracts & Grants	Philanthropy & Endowment			
Year 1	\$325,234	82% \$265,234	0% \$0	0% \$0	18% \$60,000	0% \$0	\$0	\$63,150	\$9,114.24
Year 5	\$688,757	65% \$448,757	0% \$0	0% \$0	35% \$240,000	0% \$	\$0	\$18,544	

Conclusion and Board Staff Comments

If approved, the proposed Ph.D. in Nursing will be the sixth program in the System. The institution provided sufficient evidence to demonstrate the workforce need for individuals trained at the doctoral level and to support headcount projections. The proposed Ph.D. program will support the Board of Governors 2025 Strategic Plan by producing more graduates in Programs of Strategic Emphasis while also increasing the supply of nurse educators. Board staff has no concerns regarding the proposed program.

Check "yes" or "no" for each box in Appendix A and include comments beneath the criterion, as needed.

Appendix A

Assessment of the University Review Process in accordance with Board of Governors Regulation 8.011

Prior to submitting a program proposal to the Board of Governors' office, the institution and its Board of trustees are required to ensure that all programs meet the requirements of Board of Governors Regulation 8.011. Section C is an assessment of the university's review process to ensure that all criteria have been considered.

ACCOUNTABILITY

Check either the "yes" or "no" box and make comments beneath the 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.**

The FSU Board of Trustees approved the program proposal at their June 22, 2022, meeting.

- ☒ ☐ **The university has provided a proposal written in the standard State University System format, which addresses new academic program approval criteria outlined in Board of Governors Regulation 8.011.**

Florida State University submitted the proposed program in the standard State University System format.

- ☒ ☐ **The pre-proposal was reviewed by the Council of Academic Vice Presidents Academic Coordination Group, and any concerns identified by the group have been listed and addressed in the proposal.**

The Council of Academic Vice Presidents Academic Coordination Group reviewed the pre-proposal on February 10, 2017, and expressed no concerns.

- ☒ ☐ **The university has provided data that supports the need for an additional program in the State University System as well as letters of support or concern from the provosts of other state universities with substantially similar programs.**

If approved, the proposed Ph.D. in Nursing will be the sixth program in the System. Florida State University contacted representatives from the other five System institutions that offer a program. All five programs responded positively and indicated the proposed program would not negatively impact enrollments.

Additionally, FSU noted that existing faculty shortages support the need for a new doctoral program in nursing.

- ☒ ☐ **The university has provided complete and accurate projected enrollment, faculty effort, and budget tables that are in alignment with each other.**

Florida State University submitted all required tables in Appendix A of the proposal.

- ☒ ☐ **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.**

The equal opportunity officer signed the proposal on June 20, 2022.

- ☒ ☐ **The program does not substantially duplicate programs at FAMU or FIU or, if it does, evidence was provided that consultations have occurred with the affected university on the impact of the new program on existing programs.**

Florida International University (FIU) is the only institution of the two that offers a program in the same CIP as the proposed program. Appendix I of the proposal includes a letter from Dr. Ora Strickland, Dean of the Nicole Wertheim College of Nursing & Health Sciences at FIU. In the letter, Dr. Strickland notes that the proposed program's area of study differs from the program offered at FIU and that there is no duplication. She also notes that the new program will not hamper the institution's ability to attract students.

2. Budget – *The proposal presents a complete and realistic budget for the program consistent with university and Board of Governors 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 FSU Board of Trustees approved the budget in conjunction with the full proposal on June 22, 2022.

- ☒ ☐ **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 System institutions.**

The cost per full-time equivalent for the proposed program aligns with the 2019-2020 State University System's expenditure analysis for graduate programs in the CIP 51.

- ☐ ☒ **The proposal indicates that the program will follow the cost-recovery or market-rate funding models. If so, details and timelines for getting approvals for these funding models are included in the proposal.**

The proposed program will not operate using a cost-recovery or market-rate funding model. Florida State University will use Education and Grant funding, contracts,

and grant funding to support the program.

- ☒ ☐ **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.**

Florida State University anticipates that the program will have no negative impact on related undergraduate programs.

READINESS

Check either the "yes" or "no" box and make comments beneath the 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.**

Florida State University provided a narrative and chronological table of events that occurred during the development of the proposal and a list of the campus constituents involved. The table and narrative provide sufficient evidence that the institution followed a collaborative planning process according to the policies and procedures adopted by the FSU Board of Trustees.

- ☒ ☐ **An external consultant has reviewed the proposal and supports the department's capability of successfully implementing this new program.**

Dr. Sandra B. Dunbar, Charles Howard Candler Professor at Emory University Nell Hodgson Woodruff School of Nursing, reviewed the proposed program. Dr. Dunbar noted the curriculum design reflected the best practices in nursing Ph.D. programs. Dr. Dunbar did make some recommendations regarding admissions requirements, curriculum, and other technical changes. Related to admissions, Dr. Dunbar recommended that the admission requirements be changed to include registered nurse licensure or eligibility for licensure, a specific entrance score for international students, and three letters of reference. Regarding the curriculum, Dr. Dunbar suggested changing the requirement from four required statistics courses to two and allowing students to take two more as elective courses. Dr. Dunbar made suggestions to clarify requirements for academic engagement, collaborations with other institutions, and other language edits. The institution incorporated all recommendations into the program's curriculum and administrative structure.

- ☒ ☐ **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.**

During the most recent American Association of Colleges of Nursing Commission on Collegiate Nursing Education accreditation review, there were no findings for the BSN or DNP program. Additionally, there were no significant findings during FSU's Quality Enhancement Review of the BSN and DNP. The reviewers did note the absence of a research doctorate.

- ☒ ☐ **The university has analyzed the feasibility of providing all or a portion of the proposed program through distance learning.**

The institution will offer the program primarily through an online synchronous format. The program has also developed summer intensive sessions that will increase the opportunities for students to engage with other faculty scholars at the FSU campus.

- ☐ ☒ **If necessary, the university has made allowances for licensure and legislative approval to be obtained in a timely manner.**

There is no applicable licensure or legislative approval required for the proposed program.

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.**

Florida State University has provided the curriculum for the proposed program. A committee of stakeholders, which included clinical partners across the state of Florida, developed the curriculum. The committee will continue to advise the program after its implementation, including providing information on changes to industry and employer standards. Additionally, the student learning outcomes for the program are consistent with the American Association of Colleges of Nursing standards of practice.

- ☐ ☒ **The university anticipates seeking accreditation for the proposed doctoral program or provides a reasonable explanation as to why accreditation is not being sought.**

The Florida College of Nursing is fully accredited by the American Association of Colleges of Nursing, which accredits graduate and undergraduate programs. The American Association of Colleges of Nursing accredits both the BSN and DNP. Since the Ph.D. in Nursing Science is not a practice-based graduate program,

specialized accreditation is not required for the proposed 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.**

Florida State University identified 18 existing faculty members who will participate in teaching and advising students in the proposed program. All 18 faculty members teach and advise in the College of Nursing and Education.

- ☒ ☐ **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.**

Florida State University has reviewed the credentials of all faculty members participating in the program. The institution provided biographical sketches for all faculty participating in the program in Appendix E of the proposal.

- ☒ ☐ **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.**

Florida State University provided multiple examples showing that faculty in the College of Nursing are productive in teaching, research, and service. Evidence included student headcount, degrees awarded, NCLEX pass rates, total external funding acquired, number of fellows, and current faculty research agendas.

- ☐ ☒ **If appropriate, the university has committed to hiring additional faculty in later years, based on estimated enrollments.**

Florida State University has already hired and will continue to hire additional faculty through year five of the proposed program.

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 library director signed the proposal on June 13, 2022.

- ☒ ☐ **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.**

Florida State University provided descriptions of the physical spaces available to the program, including library resources and office spaces that support the program's implementation. The proposal indicates that no additional space is needed to implement or sustain the proposed program through year five.

- ☒ ☐ **The university has ensured that the necessary equipment is available to initiate the program.**

Florida State University indicated that no equipment is needed for the implementation of the program and to support the instruction and research of the proposed program.

- ☒ ☐ **The university has ensured that fellowships, scholarships, and graduate assistantships are sufficient to initiate the program.**

Florida State University indicated that two graduate assistantships would be available per year. The assistantships costs will total \$60,000 in year one, increasing to \$120,000 in year five.

- ☐ ☒ **If applicable, the university has ensured that the department has arranged a suitable number of clinical and internship sites.**

The program does not require internships.



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