

SECTION: 17
DATE:
December 8, 2022

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

ACADEMIC PROGRAM REVISIONS

ACTION REQUESTED

It is recommended that the Board of Regents approve and place on file these revisions to the following programs:

- *Nursing Practice – Post-BSN Adult-Gerontology Primary Care Nurse Practitioner, Doctor of Nursing Practice*
- *Nursing Practice – Post-BSN Adult-Gerontology Clinical Nurse Specialist, Doctor of Nursing Practice.*

STAFF SUMMARY

This proposal supports the movement of the Doctorate of Nursing Practice (DNP) program towards meeting the American Association of Colleges of Nursing (AACN) national recommendations. The School of Nursing proposed program revisions streamline its programs and reduce the minimum hours required for doctoral degrees in the clinical advanced practice nursing programs (nurse practitioner and clinical nurse specialist).

The revised programs will now require 75-78 credit hours. Benchmarking demonstrates that comparable local and regional DNP programs are, on average, 69 credit hours, substantially less than EMU's current requirement of 84 credit hours. Thus, the proposed revisions will enable the School of Nursing Doctoral programs to become competitive at this critical juncture when the discipline is moving to this degree as the credential required for entry into advanced clinical nursing practice in 2025.

The DNP is considered the terminal degree of nurses in advanced practice "clinical" nursing roles. The American Association of Colleges of Nursing (AACN) recommends that a post-baccalaureate full-time program of study should consist of four years of a traditional 2-semester academic year or three years of year-round courses. While acknowledging that institutional policies hold various unique requirements, they recommend an efficient course design to promote effective use of resources and quality outcomes; subsequently, new delivery models are encouraged.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.


University Executive Officer
Rhonda Longworth, Ph.D.

11/12/22
Date

Nursing Practice – Post-BSN Adult-Gerontology Primary Care Nurse Practitioner [DNP]

Program - Revision

Faculty Vote Count (Dept. Head/Sch. Director Only)

Faculty Vote Count Aye 21 Nay 2 Abstentions 3

General Information

Originator Instructions

Please read instructions carefully; mistakes may require you to start over with a new proposal.

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College and Department Selections

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College*

Health and Human Services [HH]

Department*

Nursing

Program/Area
Committee*

No

Instruction or
Curriculum

No

I. Rationale

Proposal Rationale*

Introduction:

The faculty and staff of the School of Nursing is pleased to introduce this proposal revision for the Doctorate of Nursing (DNP) degree at Eastern Michigan University. The DNP is considered the terminal degree of nurses in advanced practice "clinical" roles within our profession. This proposal revision has been thoughtfully considered, critiqued, revised, and approved by the faculty within the School of Nursing as a post-baccalaureate degree. The proposed revision is being presented in order to stay current with the American Association of Colleges of Nursing (AACN) DNP Essentials. It is our desire, as a School, to continue advancing clinical practice through the advanced educational preparation of nurses and thereby the health of our communities.

The proposed curriculum revisions use our current graduate courses with only the removal of one 500 level course and one 600 level course. There are no new courses being proposed with this revision. Faculty have reviewed all course syllabi to remove redundancies, while ensuring there are no gaps in the educational requirements to meet the DNP essentials and accreditation standards. The revised proposed plan of study for the DNP program is 78 credit hours (decreased from 84 credit hours) and includes the following courses:

Advanced Practice Clinical Core Courses (21 cr.)

NURS 500: Advanced pathophysiology (3 cr.)

NURS 502: Advanced Health Assessment (3 cr.)

NURS 505: Health Status Trends and Healthcare Delivery Systems (3 cr.)

NURS 606: Advanced Practice Nursing Role Development (3 cr.)

NURS 608: Health Promotion and Disease Prevention (3 cr.)

NURS 611: Advanced Pharmacology (3 cr.)

NURS 691/692: Advanced Practice Registered Nurse Capstone (3 cr.)

Clinical Courses: Adult-Gerontology Health Courses (16 cr.)

NURS 653/664: Advanced Adult-Gerontology Nursing I (6 cr.)

NURS 663/666: Advanced Adult-Gerontology Nursing II (6 cr.)

NURS 668/669: Advanced Adult-Gerontology Nursing III (4 cr.)

DNP Courses (41 cr.)

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NURS 830: Quality and Safety Across Settings (3 cr.)

NURS 851: Advanced Nursing Research I: Design and Methods (3 cr.)

NURS 840: Epidemiology and Health Disparity in Health Systems, for Advanced Nursing Practice (3 cr.)

NURS 852: Advanced Nursing Research II: Data Management and Analysis (3 cr.)

NURS 891: Doctorate of Nursing Practice Scholarly/Capstone Project I: Proposal Development (3

cr.)

NURS 860: Health Policy and Advocacy for Health Care Professionals (3 cr.)

NURS 831: Leadership for Advanced Practice Nurses (3 cr.)

NURS 892: Doctorate of Nursing Practice Scholarly/Capstone Project II: Project Development (2 cr.)

NURS 870: Healthcare Delivery and Informatics: For Advanced Practice Nurses (3 cr.)

NURS 811: Nursing Education: Teaching, Learning, Evaluation and the Faculty Role (3 cr.)

NURS 880: Doctor of Nursing Practice Clinical Practicum (6 cr.)

NURS 893: Doctorate of Nursing Practice Scholarly/Capstone Project I: Dissemination (3 cr.)

Rationale:

The Doctor of Nursing Practice (DNP) program prepares advanced practice nurses with the knowledge, skills and attributes necessary to be clinical nursing leaders in the healthcare industry. With the increasing scope of clinical scholarship in nursing and the growth of scientific knowledge, doctoral level education is highly recommended for advanced nursing practice in the clinical setting. The DNP curriculum includes content which enables the student to conduct complex diagnostic and treatment modalities, employ sophisticated informatics and decision-making technology, and integrate in-depth knowledge of bio-physical, psychosocial, behavioral, and organizational sciences. The DNP program accentuates student development as an expert clinician with an emphasis on leadership and education, service, and skills that will translate into improved health care outcomes.

The American Association of Colleges of Nursing (AACN) is a national organization for graduate nursing education programs. AACN is the accreditation organization for over 500 schools of nursing including Eastern Michigan University. AACN works to establish quality standards, by which programs are evaluated and initial accreditation or re-accreditation is granted based on the quality in which the standards are met. These standards are meant to guide and improve nursing education, evaluate the effectiveness of the program, improve health care, and promote support of graduate education, clinical nursing practice, and research. The purpose of this proposal is to revise our DNP program curriculum to remain nationally competitive, while also meeting the requirements outlined by the AACN.

In 2015, the AACN provided additional guidance on curriculum considerations, practice experiences, clinical hours, and partnerships. In addition, the AACN clarified recommendations specific to scholarship; the DNP project; necessary resources; and program logistics. The AACN recommends that a post-baccalaureate full-time program of study should consist of four years of a traditional 2-semester academic year or 3 years of year-round courses. While acknowledging that institutional policies hold various unique requirements, they recommend an efficient course design as the best option to promote effective use of resources and quality outcomes; subsequently they encourage programs to evaluate new delivery models. This proposal supports the movement towards efficiency. Benchmarking demonstrates that comparable local and regional DNP programs are, on average, 69 credit hours, which is significantly less than our current requirement of 84 credit hours. Table #1 includes benchmarks for DNP programs similar to EMU within the state of Michigan.

To support efficiency and maintain a competitive program, we aim to streamline our program to reduce 1 year of study and move to a requirement of 78 credit hours. It is vital that we maintain a competitive program that can grow as this degree will be required for entry to advanced nursing practice by 2025.

With the proposed revisions, DNP applicants will still be able to enter the program either post-baccalaureate or post-master level, both of which are in high demand. Our current 4-year plan allows students to enter at the BSN level and obtain a Master's of Science in Nursing (MSN) after

completion of the second year of the program and a DNP after the completion of the fourth year. Our

proposed 3-year program removes the option for a conferred MSN degree and students will obtain a DNP only degree. This is consistent with local, regional, and national BSN-DNP programs.

Table #1 - DNP Programs in Michigan Benchmarks: Mode of Delivery, Credit Hours and Clinical Hours

University	Mode of Delivery	Number of Credit Hours	Number of Clinical Hours
Concordia University	online	70	1008
Grand Valley State University	hybrid	77	1035
Madonna University	online	70	600
Michigan State University	online	70	n/a
Northern Michigan University	online	78	1000
Oakland University	online	86	n/a
Saginaw Valley State University	online	79	1000
University of Detroit Mercy	online	72	n/a
University of Michigan- Ann Arbor	BSN-DNP online	72-73	1064
University of Michigan- Flint	online	67-78	n/a
Wayne State University	hybrid	78	n/a

II. Proposed Revision

The program's catalog page is revised from the information provided here. *It is essential that considerable attention is given to this section. Please refer to the user guide for specific instructions for this section.*

Program Title* Nursing Practice – Post-BSN Adult-Gerontology Primary Care Nurse Practitioner [DNP]

Degree Type Doctor of Nursing Practice

Catalog Description* The Doctor of Nursing Practice (DNP) program is a three-year post-BSN program. Students in this program must complete the coursework for one of two Advance Practice Registered Nursing programs; Adult-Gerontology Primary Care Nurse Practitioner or Adult-Gerontology Clinical Nurse Specialist. This program is for the Post-BSN Adult-Gerontology Primary Care Nurse Practitioner track. Graduates will matriculate as Nurse Practitioner prepared DNPs who will practice in primary care settings, working with patients from adolescence through geriatrics.

The curriculum includes foundational coursework and clinical experiences culminating in the DNP Practicum (dissertation equivalent) Capstone project. Students must have a Bachelor of Science in Nursing from an accredited School of Nursing (or complete Bridge requirements, if the applicant is an RN with a bachelor's degree in another field) and be eligible for a Michigan Nursing License.

The DNP program is offered in a hybrid format where classes meet both online and in seats. The program typically requires 2-3 classes per semester year-round.

Curriculum*

Does this program require concentrations?*

Does this program result in teacher certification?*

III. Impact

Associated Proposals* Course revisions are required for the clinical courses listed below. This is related to a redistribution of credit hours and clinical hours across the clinical courses; however, there is no change in the total number of required credit hours or clinical hours for the clinical courses.

NP Clinical Course Revisions include:

- NURS 664 ([proposal](#))
- NURS 666 ([proposal](#))
- NURS 669 ([proposal](#))

Impacted Departments*

Program Map (Undergraduate Majors Only)* n/a

Budget*

Summary: There are no additional/new costs associated with this program and labor costs will decrease as the total credits have decreased. However, we will shift 500-600 level credits to 800 level credits.

Data and Statistics to Support the Budget

According to the Bureau of Labor Statistics' *Employment Projections 2019-2029*, Registered Nursing (RN) is listed among the top occupations in terms of job growth through 2029 (AACN, 2020). The RN workforce is expected to grow from 3 million in 2019 to 3.3 million in 2029, an increase of 221,900 or 7%. The Bureau also projects 175,900 openings for RNs each year through 2029 when nurse retirements and workforce exits are factored into the number of nurses needed in the U.S. According to AACN's 2020 report on 2019-2020 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing, U.S. nursing schools turned away 80,407 qualified applicants from baccalaureate and graduate nursing programs in 2019 due to insufficient number of faculty, clinical sites, classroom space, and clinical preceptors, as well as budget constraints. Streamlining the DNP program positions EMU to best serve our community by creating nursing leaders to hold faculty and clinical practice positions to fulfill future needs.

Current DNP Statistics

According to the 2020 APRN Compensation Report (Stokowski, McBride, Berry), roughly 80% of APRNs held a master's degree (decreased from roughly 85% the prior year) and roughly 17% held a doctorate (PhD or DNP). The economic benefit of a doctoral degree, in terms of salary increase for a NP, averaged 4% (\$112K vs \$117K). The Commission on Collegiate Nursing Education (CCNE), the leading accrediting agency for baccalaureate- and graduate-degree nursing programs in the U.S., began accrediting DNP programs in fall 2008.

According to the AACN (2020), 357 DNP programs are currently enrolling students at schools of nursing nationwide, and an additional 106 new DNP programs are in the planning stages (60 post-baccalaureate and 46 post-master's programs). DNP programs are now available in 50 states plus the District of Columbia. States with the most programs (more than 10) include California, Florida, Illinois, Massachusetts, Minnesota, New York, Ohio, Pennsylvania, and Texas.

From 2018 to 2019, the total number of students enrolled in DNP programs increased from 32,678 to 36,069. During that same period, the number of DNP graduates increased from 7,039 to 7,944.

(AACN: Fact Sheet, October 2020)

The EMU program will be unique in a number of ways. First, our DNP program will be offered in a variety of traditional and non-traditional methods including hybrid and potentially extended weekend offerings. Second, our program is the only program explicitly developed to ensure timely progression through the Doctoral Scholarly Project with a 3-part series of courses aimed at providing continuous support for students to complete the process in a timely manner. Lastly, and consistent with the EMU mission, this program is the only program that incorporates a course in teaching methods and pedagogy. While DNPs are clinical leaders, many will pursue faculty roles. We are confident that our program meets the needs of our current students who have indicated a strong desire to return to EMU for this degree.

Course and Program Development Office

This section is reserved for the Course and Program Development Office, please do not edit.

R - 9/6/2021

E - 9/6/2021

Input Deadline

Banner Impact?

No

CPD Office Notes

**Program or Shared
Core*** Program
 Shared Core

Nursing Practice – Post-BSN Adult-Gerontology Clinical Nurse Specialist [DNP]

Program - Revision

Faculty Vote Count (Dept. Head/Sch. Director Only)

Faculty Vote Count Aye 21 Nay 2 Abstain 3

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Program/Area
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Instruction or
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Curriculum*

**Does this program
require
concentrations?***

**Does this program
result in teacher
certification?***

III. Impact

Associated Proposals*

- NURS 653 ([Proposal](#))
- NURS 663 ([Proposal](#))
- NURS 668 ([Proposal](#))

**Impacted
Departments***

**Program Map
(Undergraduate
Majors Only)*** n/a

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Course and Program Development Office

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R - 9/6/2021

E - 9/6/2021

Input Deadline

Banner Impact?

No

CPD Office Notes

**Program or Shared
Core*** Program
 Shared Core