



NEW GRADUATE CONCENTRATION PROPOSALS
ARIZONA STATE UNIVERSITY
GRADUATE COLLEGE

This form should be used for academic units wishing to propose a new concentration for existing graduate degrees.

A concentration is a subspecialty within a degree and major, which reflects that the student has fulfilled a designated, specialized course of study, which qualifies the student as having distinctive skills and training in one highly concentrated area of the major.

Submit the completed and signed (chairs, unit deans) proposal to the Office of Graduate Academic Programs. Mail code 1003 and electronic copies to ozel@asu.edu or Denise.Campbell@asu.edu

Please type.

Form with fields: Contact Name(s), Contact Phone(s), College/School/Division Name, Academic Unit Name, Existing Graduate Degree and Major, Proposed Concentration Name, Requested Effective Term and Year, Do Not Fill in this information, Office Use Only, Plan Code, CIP Code.

1. Overview

- A. Provide a brief description (not to exceed 250 words) of the new concentration (including the specific focus of the new concentration, relationship to other concentrations in this degree program, etc).

Nationally, the DNP degree is replacing the Master of Science (MS) in Advanced Practice Nursing (DNP will be required by 2015) with two areas of focus-one is for Nurse Practitioners which COHNI currently is teaching (9 concentrations), and the other focus is for non nurse practitioners with more emphasis on leadership/management in nursing (which is what COHNI is proposing).

This Innovation Leadership concentration will only have a post-master's entry option for admission to this concentration program. The Post-Masters DNP program is for students who already hold a master's degree in a nursing specialty area.

2. Impact Assessment

- A. Explain the unit's need for the new concentration (e.g., market demand, research base, direction of the discipline, and interdisciplinary considerations). How will the new concentration complement the existing degree program, including enrollment, national ranking, etc?

We have had many requests from the community for the leadership concentration option under the DNP degree, as we have faculty members who are nationally recognized for their expertise in the area of Innovation Leadership. The American Association of Colleges of Nursing (AACN) is now requiring the DNP degree for all advanced nursing practice programs by 2015.

providers to improve health care delivery outcomes at the organization and/or systems level. We received national accreditation from the Commission on Collegiate Nursing Education (CCNE) in 2011 for our DNP degree program.

- B. Please identify other **related** ASU programs and outline how the new concentration will complement these existing ASU programs? **(If applicable, statements of support from potentially-affected academic unit administrators need to be included with this proposal submission.)**

This degree is restricted to Registered Nurses. A BSN is required as well as a Master's Degrees in a nursing or health related specialty, so there is no conflict anticipated.

However, we will use some electives from the College of Public programs, with their permission (attached is letter of support – Appendix C).

- C. Is this an interdisciplinary concentration? If yes, please address the relationship of the proposed concentration to other existing degree programs and any parallel or similar concentrations in these degree programs. **(Please include relevant Memoranda of Understanding regarding this interdisciplinary concentration from all applicable academic units.)**

This is not an interdisciplinary concentration. It is open only to Registered Nurses who meet the admission criteria listed above and in section 3B.

3. Academic Requirements and Curriculum

- A. What are the total minimum hours required for the major and degree under which the proposed concentration will be established?

Same as for current DNP degree program which is 84 credit hours. Thirty credit hours will be accepted from a previously awarded MS in Nursing degree program. The remaining credit hours will be completed at ASU.

- B. Please provide the admissions criteria for the proposed concentration. If they are identical to the admission criteria for the existing major and degree program under which this concentration will be established, you may attach a copy of these criteria as they appear on the departmental website, or other source (please indicate source). Please also list all undergraduate and graduate degrees and/or related disciplines that are required for admission to this concentration program.

This will be a Post-masters Entry option only. Admission requirements are the same for the DNP post-masters entry except Nurse Practitioner (NP) certification is not required.

- Eligibility for admission to the Graduate College.
- Bachelor's Degree in Nursing from an accredited nursing program
- Master's Degree in Nursing or Health Related Specialty
- Official transcripts from every school
- Unencumbered RN license in state where you plan to do your required clinical hours
- Goal Statement
- 3 Letters of recommendation (Letters are provided electronically via the Graduate College's online application process)
- Interview

- C. If the proposed concentration is part of a larger, interdisciplinary agenda, please provide additional admission information related to students who may enter with various academic backgrounds, including expected entry-level competencies. As applicable, please also address the courses that must be taken to remedy any relevant deficiencies for incoming students.

NA

- D. What knowledge, competencies, and skills (learning outcomes) should students have when they graduate from this proposed concentration program? Examples of program learning outcomes can be found at (<http://www.asu.edu/oue/assessment.html>).

Upon completion of the DNP program, the graduate will be able to complete the Program Objectives:

- Integrate, synthesize, design, and translate theory based nursing and interdisciplinary knowledge to develop and evolve advanced practice nursing.
- Promote culturally sensitive, holistic approaches for provision of advanced practice nursing care and services in a global community.
- Evaluate and apply the best evidence in nursing to translate research into practice.
- Use nursing knowledge and innovations in technology and practice for the purpose of transforming the way healthcare is delivered to maximize healthcare outcomes.
- Demonstrate effective and economically conscientious advanced nursing practice.

- Provide advanced practice nursing knowledge, skills, and leadership locally, regionally, nationally, and internationally.
- Implement the advanced practice nursing role according to national standards of advanced nursing practice.
- Mentor other nurses and healthcare professionals in evidence-based practice

In addition, graduates of the Innovation Leadership Concentration will be able to:

1. Scan the political, social, economic, structural, and practice environment influencing professional actions in the healthcare system and translate these forces into relevant innovations in structures and processes positively affecting health service delivery.
2. Influence innovative action in the community, at the executive level of systems and organizations, in the arena of practice leadership, and in the health service practice environment.
3. Utilize innovation dynamics, processes, and practices to construct structures and systems of innovation, develop innovative processes and practices in systems, organizations, and persons.
4. Create methodologies for standardizing innovation models and practices in systems, leaders and practitioners.
5. Construct evidence-grounded models of innovation practices and leadership that can be applied in a wide variety of health service systems to facilitate requisite changes in health care structures, processes, and practices.

E. How will students be assessed and evaluated in achieving the knowledge, competencies, and skills outlined in 3.D. above?

Examples of assessment methods can be found at (<http://www.asu.edu/oue/assessment.html>).

(See attached assessment Plan)

F. Please provide the curricular structure for the proposed concentration.

- Additionally, please ensure that all **new** required course proposals have been submitted to the Provost’s office through the Curriculum ChangeMaker online course proposal submission system for approval before this concentration is put on the University Graduate Council and CAPC agendas.

Request for permission to move this new concentration through formal governance reviews has been previously submitted to Provost Office and received approval. All new courses have been approved by the college and submitted through University approval system. Each student’s prior courses and experience will be evaluated in order to recommend the appropriate electives or courses to include to remediate deficits. For example, some students may also have a MBA in addition to a MS in Nursing Administration but not enough clinical hours from their MS degree as required for a DNP degree (500 hours.) The electives from Public Programs were selected because that content is usually not included in an MS in Nursing Administration. It is anticipated that students will take a minimum of 6 credits of electives form Public Programs. Students may also be required to take additional credits in DNP 712.

(Please also see attached sample Plan of Study)

Required Core Courses for the Degree			Credit Hours
<i>(Prefix & Number)</i>	<i>(Course Title)</i>	<i>(New Course?) Yes or No?</i>	(Insert Section Sub-total)
			16
DNP 679	Biostatistics: Principles of Statistical Inference	No	3
DNP 704	Principles of Evidenced-Based Care in Advanced Practice	No	4
DNP 708	Systems Thinking in a Complex Healthcare Environment	No	3
DNP 709	Individual & Innovation Leadership in Healthcare Practice	No	3
DNP 711	Healthcare Policy and Innovation	No	3

Required Concentration Courses			Credit Hours
<i>(Prefix & Number)</i>	<i>(Course Title)</i>	<i>(New Course?) Yes or No?</i>	(Insert Section Sub-total) 16
NUR 640	Integrative Theories of Innovation in Healthcare	No	3
DNP 713	Analysis of Organizational Cultures in Healthcare	No	3
DNP 714	Professional Relationships in Healthcare:	No	3
DNP 715	Dynamics and Principles of Information in Healthcare	No	3
DNP 716	Innovation Leadership in Healthcare	Yes	4
Elective or Research Courses <i>(as deemed necessary by supervisory committee)</i>			Credit Hours
<i>(Prefix & Number)</i>	<i>(Course Title)</i>	<i>(New Course?) Yes or No?</i>	(Insert Section Sub-total) 10
PAF 507	Public Human Resource Management	No	3
PAF 508	Organization Behavior	No	3
PAF 525	Public Entrepreneurship	No	3
PAF 531	Community Conflict Resolution	No	3
PAF 540	Advanced Policy Analysis	No	3
PAF 541	Program Evaluation	No	3
PAF 547	Science, Technology, & Public Affairs	No	3
PAF 574	Diversity, Ethics, and Leading Public Change	No	3
DNP 712	Clinical Residency Management	No	1-3
* Please note, that students will also have the option of selecting one-credit hour elective course options.			
Other Requirements <i>E.g. - Internships, clinical requirements, field studies as applicable</i>			Credit Hours (Insert Section Sub-total)
Capstone applied project (DNP 712- Clinical Residency and Management)			12
Capstone Applied project will be done during DNP 712 clinical residency hours(12 credits= 540 hours)			
Program Total			54
<i>For doctoral programs</i> – as approved by the student's supervisory committee, the program can allow 30 credit hours from a previously awarded master's degree to be used for this program. As applicable, please indicate the total credit hour allowance that will be used for this program.			30
Total required credit hours			84

- G. Please describe the primary course delivery mode, (e.g., online, face-to-face, off-site etc.). **Please note:** If this proposed initiative will be offered **completely** online, clearly state that in this section.

Hybrid Distance education (Hybrid=students come to campus for 1 week immersions 1-2- times/semester)

- H. Please **describe** the culminating experience(s) required for completion of the existing degree and major, and the proposed concentration (e.g., thesis, dissertation, comprehensive exams, capstone course(s), practicum, applied projects, etc.).

The capstone is designed to unfold developmentally throughout the DNP program and will focus on specific systems, organizational, or practice problems, models, or issues relevant to the students learning development and an organization's need for innovative processes or solutions. . The Capstone project is completed in DNP 712. Students complete practicum hours (540 minimum) in this course that support completion of their DNP Evidence Based Practice Applied Project (Capstone) in a practice arena. This is with the assumption that 500 hours were completed at the MS level. The American Association of Colleges of Nursing (AACN) requires 1000 clinical practice hours for a DNP degree. Additional hours may be required at the DNP level if there were not 500 hours at the MS level.

The focus for all DNP students for their capstone and clinical experiences is improvement of health and healthcare outcomes. The DNP Leadership Concentration provides nurse leaders advanced nursing knowledge of application of evidence based practice to improve healthcare delivery outcomes at the system/organizational level versus direct care/practice improvements with individual patients (the focus of the nurse practitioner concentrations).

- I. Please **describe** any other requirements for completion of the existing degree and major, and the proposed concentration (e.g., internships, foreign language skills, etc.).

NA

- J. **For interdisciplinary programs**, additional sample curricular structures must be included as appendix items to this proposal relating to students with various academic backgrounds who may pursue the proposed concentration, including expected mastery of core competencies (e.g., course work, skills, and/or knowledge).

4. Administration and Resources

- A. How will the proposed concentration be administered (including recommendations for admissions, student advisement, retention etc.)? Describe the administering body in detail, especially if the proposed concentration is part of a larger interdisciplinary agenda. How will the graduate support staff for this proposed concentration program be met?

The concentration will be administered with resources and supports already in place for the DNP program. Additional faculty with leadership expertise will be needed to teach the program. These faculties are currently available in the college, teaching in degree programs and courses. Core DNP courses for this concentration are taught in other concentration areas, so faculty are already in place for these.

- B. How many students will be admitted immediately following final approval of the concentration? What are enrollment projections for the next three years?

It is anticipated to begin with a cohort of 8-10; then increase up to 16 per cohort.

- C. What are the resource implications for the proposed concentration, including any projected budget needs? For Doctoral students, how will the students be supported financially? Will new books, library holdings, equipment, laboratory space and/or personnel be required now or in the future? If multiple units/programs will collaborate in offering this concentration please discuss the resource contribution of each participating program. Letters of support must be included from all academic units that will commit resources to this concentration.

Our current PhD program already has an optional leadership Innovation focus and resources for that area will be shared with the DNP concentration in Innovation Leadership.

- D. Please list the primary faculty participants regarding this proposed concentration. For interdisciplinary concentrations, please include the relevant names of faculty members from across the University.

Name	Title	Area(s) of Specialization as they relate to proposed concentration
<u>Kathy Malloch, PhD, MBA, RN, FAAN</u>	<u>Associate Professor</u>	<u>Leadership of Innovation</u>
Tim Porter O'Grady, DM, EdD, APRN, FAAN	Associate Professor	Leadership of Innovation
Gerri Lamb, PhD, RN, FAAN	Associate Professor	Leadership of innovation
Jack Gilbert EdD.	Associate Clinical Professor	Masters in Health Innovation
Katherine Kenny DNP, RN	Associate Clinical Professor	Doctor of Nursing Practice
Cristi Coursen PhD., RN	Assistant Clinical Professor	Doctor of Nursing Practice
Debra Ilchak	Assistant Clinical Professor	Doctor of Nursing Practice
Barbara Wilson, PhD, RN	Assistant Professor	Leadership of Innovation

E. Is there a graduate faculty structure for this concentration program that will differ from the original degree program graduate faculty structure (**for PhD programs only**)? If yes, please include the name of the graduate faculty group and whether they will participate in offering this concentration.

NA

5. Additional Material — Please attach any additional information that you feel relates to the proposed concentration. (Please label accordingly, i.e., Appendix or Attachment A, B, etc.)

- Appendix A - Program of Study
- Appendix B – Assessment Plan
- Appendix C – Letter of Support

Approvals (if the proposal submission involves multiple units, please include letters of support from those units)

DEPARTMENT CHAIR (Please print or type)	
_____	_____
SIGNATURE	DATE
DEAN (Please print or type)	
_____	_____
SIGNATURE	DATE

The following section will be completed by the GC following the recommendations of faculty governance bodies.

UNIVERSITY VICE PROVOST AND DEAN OF THE GRADUATE COLLEGE	
_____	_____
SIGNATURE	DATE

Please note: Proposals for new concentrations also require the review and recommendation of approval from the University Graduate Council, Curriculum and Academic Programs Committee (CAPC), the Academic Senate (Information item only), and the Office of the Provost before they can be put into operation.

The final approval notification will come from the Office of the Provost.

GF0809E-92

Appendix A: Plan of Study

2012 Fall Admission
DNP Course Progression: Post Baccalaureate to the DNP

Full-Time Students**Fall**

DNP 679	Biostatistics: Principles of Statistical Inference	3 credits
DNP 708	Systems Thinking in a Complex Healthcare Environment	3 credits
DNP 713	Analysis of Organizational Cultures in Healthcare	3 credits

Total Credits **9 credits**

Spring

NUR 640	Integrative Theories of Innovation in Healthcare	3 credits
DNP 704	Principles of Evidenced-Based Care in Advanced Practice	4 credit
DNP 714	Professional Relationships in Healthcare	3 credits
DNP 712	Clinical Residency Management (90 clinical hours)	2 credits

Total Credits **12 credits**

Summer

DNP 709	Individual and Innovation Leadership in Healthcare Practice	3 credits
DNP 712	Clinical Residency Management (135 clinical hours)	3 credits

Total Credits **6 credits**

Fall

DNP 715	Dynamics and Principles of Information in Healthcare	3 credits
DNP 716	Innovation Leadership in Healthcare	4 credits
DNP 712	Clinical Residency Management (180 clinical hours)	4 credits

Total Credits **11 credits**

Spring

DNP 711	Healthcare Policy and Innovation	3 credits
DNP 712	Clinical Residency Management (135 clinical hours)	3 credits

Total Credits **6 credits**

Students will also take 10 credit hours of elective courses **10 credits**

Total credits for Program (with 30 credit hours from previous master's degree) **84 credits**
Total clinical hours **540 hours**

Appendix B: Assessment Plan

Assessment Plan Information for the Leadership Concentration under the Doctor of Nursing Practice (DNP) in Advanced Nursing Practice Degree Program

Please use the space below to identify two program outcomes, two measures for each outcome, and at least one performance criterion for each measure. Complete information about assessment planning processes can be found at <http://asu.edu/oue/assessment>.

Outcome 1

Implement the advanced practice nursing role according to the national standards of advanced nursing practice.

Measure 1.1 (Direct)

DNP 712 Clinical Residency Management (Clinical Applied Project) Portfolio Assignment.(documents competency on national standards-i.e. *DNP Essentials*)

Performance Criterion 1.1 (Required, and a second one is optional.)

At least 75 percent of students will earn a 90% or higher on their portfolio assignment which is completed over the entire program.

Measure 1.2 (indirect)

AACN/*Educational Benchmarking Inc. (EBI)* Exit Survey results will reflect positive outcomes from our graduates.

Performance Criterion 1.2 (Required, and a second one is optional.)

90% of Students will report moderately agree (4) or higher on a 7 point Likert scale on items that ask program graduates to report how well the DNP program prepared them on each of the DNP Essentials which are addressed in the Portfolio.

Outcome 2

Provide advanced practice nursing knowledge, skills, and leadership locally, regionally, nationally, and internationally

Measure 2.1 (Direct)

DNP 715 *Dynamics and Principles of Information in Healthcare - Assignment* - Create a sustainable frame for system-wide information advancement from the perspective of the strategic, governance, executive, management and clinical leadership roles to demonstrate an actual change framework in the health system for re-structuring to support evidence-driven health service.

Performance Criterion 2.1 (Required, and a second one is recommended.)

100% of DNP 715 students will complete course requirements and earn an overall rating of __80%_or higher on the DNP 715 Assignment

Measure 2.2 (indirect)

AACN/EBI Exit Survey- asks program graduates to report how well the DNP program prepared them to serve on local, national, and international professional organizations and boards.

Performance Criterion 2.2 (Required, and a second one is recommended.)

At least 70% or more DNP graduates students will report moderately agree (4) or higher on a 7 point Likert on the survey items that ask if the program prepared them to serve on local, national, and/or international professional organizations and boards.

Appendix C – Support Letter (School of Public Affairs)



Evelyn L. Cesarotti Ph.D., FNP-BC, FAANP
Associate Dean for Academic Affairs
College of Nursing and Health Innovation
500 N. 3rd Street. Phoenix, AZ 85004-0698
Building NHI1, Room 480A
Mail code: 3020
e.cesarotti@asu.edu

December 2, 2011

Dear Dr. Cesarotti,

I am supportive of the college of Nursing and Health Innovation's Doctor of Nursing Practice degree and new concentration in Leadership Innovation, and give permission for your students to take the School of Public Affairs' Public Programs courses as electives.

Suggested Public Program courses would be:

PAF 507 – Human Resource Management
PAF 508 – Organizational Behavior
PAF 525 – Public Entrepreneurship
PAF 531 – Community Conflict Resolution
PAF 540 – Advanced Policy Analysis
PAF 541 – Program Evaluation
PAF 547 – Science, Technology, & Public Affairs
PAF 574 – Diversity, Ethics, and Leading Public Change
PAF 591 – Communities and Government: Power & Engagement
PAF 591 – Participatory Governance
PAF 591 – Policy, Leadership, and Value Systems
PAF 591 – Policy Informatics
PAF 591 – Communities and Government: Power & Engagement
PAF 591 – Social Change

Sincerely,

A handwritten signature in black ink, appearing to read "Jonathan Koppell".

Jonathan Koppell
Dean
Director, School of Public Affairs

411 North Central Avenue, Suite 450 | Phoenix, AZ 85004-0687 | P: 602.496.0450 | F: 602.496.0950 | <http://spa.asu.edu>

Approvals –Innovation Leadership Concentration

Approvals (if the proposal submission involves multiple units, please include letters of support from those units)	
DEPARTMENT CHAIR (Please print or type) <u>Evelyn L Cesarotti:</u>	
<u>Evelyn L Cesarotti</u> SIGNATURE	<u>3-29-12</u> DATE
DEAN (Please print or type) <u>Teri Pipe</u>	
<u>Teri Pipe</u> SIGNATURE	<u>3-29-12</u> DATE

The following section will be completed by the GC following the recommendations of faculty governance bodies.

UNIVERSITY VICE PROVOST AND DEAN OF THE GRADUATE COLLEGE	
_____ SIGNATURE	_____ DATE

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