

Program Approval

I. General Information

A. Institution	<u>Pittsburg State University</u>
B. Program Identification	
Degree Level:	<u>Doctoral Program</u>
Program Title:	Leadership
Degree to be Offered:	Doctor of Nursing Practice
Emphases:	Organizational Leadership or Educational Leadership
Responsible Department or Unit:	Irene Ransom Bradley School of Nursing
CIP Code:	51.3838
Modality:	Online
Proposed Implementation Date:	Summer 2024

Total Number of Semester Credit Hours for the Degree: 34 hours

II. Clinical Sites: Does this program require the use of Clinical Sites? Yes

Over 100 clinical contracts and preceptor agreements are maintained with all major healthcare systems in the region, community facilities, schools, and other healthcare providers and sites. Contracts and preceptor agreements are added on a regular basis.

Education Emphasis students will be expected to set up a clinical agreement with a professor in a college/university nursing department/school or an education department in a healthcare organization to complete their TE 892 College Teaching Internship capstone course. The expected demand is highest in the Irene Ransom Bradley School of Nursing as the local available option. However, students could enroll in this program from across the United States and even into Canada. The demand from PSU students upon these agencies would be minimal, though they may collaborate with students from other universities. The Inter-Institutional Non-Binding Memorandum of Understanding for Clinical Affiliation Site Cooperation would not apply to this degree program.

III. Justification

Pittsburg State University currently offers a DNP degree with an emphasis in Advanced Practice Nursing. The Graduate Coordinator in the Irene Ransom Bradley School of Nursing receives an average of 2-3 unsolicited external inquiries per week from prospective students who are looking for a post-Master's DNP in Leadership. In the month of January 2023, there were 31 inquiring for this program. These inquiries come from Master's prepared registered nurses who are not advanced practice nurses, but desire the DNP degree to further their education and career. Additionally, a 2021 feasibility study demonstrated interest in this degree emphasis. A Leadership major with emphasis options in Organizational Leadership or Educational Leadership will prepare the nurse to lead in creating solutions for healthcare, paving the way for a healthier future for rural communities. Pittsburg State University is the leading micropolitan university with the mission of improving lives through education. Adding the Leadership major under a DNP degree fits this mission at PSU and in the Irene Ransom Bradley School of Nursing.

IV. Program Demand: Select one or both of the following to address student demand:

A. Survey of Student Interest

A feasibility study was conducted in Spring 2021. The survey was made available to stakeholders through social media on the Irene Ransom Bradley School of Nursing Facebook account. It is impossible to determine how many people had access to the survey. Seventy percent of respondents were staff nurses

in inpatient or community-based facilities. The remainder were in leadership positions, advanced practice nurses or retired.

Number of surveys administered:	<u>Unknown</u>
Number of completed surveys returned:	<u>79</u>
Percentage of students interested in program: ...	<u>53%</u>

B. Market Analysis

An analysis of colleges and universities in Kansas and the states bordering the southeast corner of the state (Missouri, Arkansas, Oklahoma) was conducted. The Leadership DNP is only available at the University of Kansas (Kansas City, KS), Barnes Jewish College (Saint Louis, MO), Graceland University (Independence, MO), the University of Missouri (Columbia, MO), and the University of Oklahoma (Oklahoma City, OK). Only two of these programs are in close proximity geographically (University of Kansas – 115 miles; Graceland University – 130 miles; University of Missouri – 168 miles). All other regional options are greater than 250 miles away.

Fort Hays State University, Wichita State University, and Washburn University all offer a post-Master’s DNP degree, but only for advanced practice nurses. They do not offer a DNP in Leadership for non-advanced practice nurses; therefore, the program Pittsburg State University is proposing would not compete with those existing programs.

Additionally, Pittsburg State University would offer a fiscal competitive advantage over these five universities. Please see the table below.

University	Total Program Tuition	Additional Fees
Pittsburg State University	Instate: \$17,816 (34 credits) No out of State Tuition	None
University of Kansas	Instate: \$ 21,288 (32 credits) No out of State Tuition	Campus fees - \$207/semester
Graceland University	\$31,350-34,500 (33 -36 credits) Private University – No Out of State Tuition	Clinical resource fees \$25/year Program Support Fee - \$18/course Research Fee - \$50/credit (11 credits)
University of Missouri	\$21,760 (33 credits) Out of State \$39,303	No additional fees.
Barnes Jewish College	\$28,805 (36 credits) Private College – No Out of State Tuition	Fees included in total tuition rate.
University of Oklahoma	Instate: \$15,475 – 18, 326 (38-45 credits) Out of State (\$40,470 – 48,925)	Fees included in tuition quotes.

V. Projected Enrollment for the Initial Three Years of the Program

Year	Total Headcount Per Year		Total Sem Credit Hrs Per Year	
	Full- Time	Part- Time	Full- Time	Part- Time
Implementation	0	6	0	78
Year 2	0	12	0	162
Year 3	0	18	0	204

VI. Employment

According to the American Association of Colleges of Nursing (AACN), in AY 2021-2022 U.S. nursing schools turned away 91,938 qualified applicants from baccalaureate and graduate nursing programs due to insufficient number of faculty, clinical sites, classroom space, clinical preceptors, and budget constraints (Nursing Faculty Shortage Fact Sheet, available at <https://www.aacnnursing.org/Portals/42/News/Factsheets/Faculty-Shortage-Factsheet.pdf>, p. 1). Additionally, in the same report 2,166 full-time faculty vacancies were identified and a need to create an additional 128 faculty positions to accommodate student demand. (p. 1). Compounding this issue is the fact that 1/3 of all current nursing faculty are expected to retire by 2025. This communicates the large potential for employment in the academic arena. According to the U.S. Bureau of Labor Statistics, the job outlook for 2021-31 for Health Education Specialists is 12% (much faster than average) (<https://www.bls.gov/ooh/community-and-social-service/health-educators.htm#tab-1>).

The overall job outlook for Medical and Health Services Managers (Nurse Leaders included but not encompassing) is 28% (much faster than average). (U.S. Bureau of Labor Statistics, <https://www.bls.gov/ooh/management/medical-and-health-services-managers.htm>)

Many of the prospective students for the proposed DNP in Leadership at PSU will already have one of these positions and will be adding to their educational qualifications to maintain those roles or advance in them.

VII. Admission and Curriculum

A. Admission Criteria

Doctor of Nursing Practice Admission Criteria:

- Admission to PSU Graduate College.
- GPA 3.5 or above cumulative GPA in graduate coursework.
- Three confidential letters of reference.
- Graduation from a nationally accredited nursing program.
- Documentation of RN licensure and current employment as a RN.
- Evidence of completion of separate graduate level nursing physical assessment, pharmacology, pathophysiology, and graduate level statistic courses.
- Applicants who are born outside of the U.S. must submit proof that they have passed the TOEFL or IELTS.
- Personal interview may be required.
- Proof of national certification is preferred but not required.
- Self-report of arrests, convictions, diversions, and/or current disciplinary action against all licenses, certifications and/or registrations or disciplinary action by a state board or a governmental agency.
- Signed Consent for Background Check Form.
- Applicants licensed and living in a state other than Kansas are required to complete Kansas Bureau of Investigation Background Check.
- Documentation of faculty-supervised practicum hours in the MSN.

B. Curriculum

Please see Attachment A for a list of Emphasis Core Courses.

Year 1: Summer

SCH = Semester Credit Hours

Course #	Course Name	SCH
NURS 801	DNP Intensive Seminar	1
NURS 895	Interpreting Research for Evidence Based Practice	2
	Total Credits in the Semester	3

Year 1: Fall**SCH = Semester Credit Hours**

Course #	Course Name	SCH
NURS 808	Translation to Doctoral Leadership and Theory	3
NURS 889	Impact of Health Determinants	3
	Total Credits in the Semester	6

Year 1: Spring

Course #	Course Name	SCH
	Emphasis Core Course	3
NURS 920	Scholarly Project 1 – 48 practicum hours	1
	Total Credits in the Semester	4

Year 2: Summer

NURS 894	Epidemiology	2
	Possible Educational Emphasis Core Course (Some courses only offered in the summer)	3
	Total Credits in the Semester	2-5

Year 2: Fall

Course #	Course Name	SCH
NURS 911	Tools for Practice Scholarship	2
NURS 920	Scholarly Project 2 – 96 practicum hours	2
	Total Credits in the Semester	4

Year 2: Spring

Course #	Course Name	SCH
NURS 900	Quality and Safety	3
NURS 920	Scholarly Project – 96 practicum hours	2
	Emphasis Core Course	3
	Total Credits in the Semester	8

Year 3: Fall

Course #	Course Name	SCH
NURS 920	DNP Scholarly Project – 48 practicum hours	1
	Emphasis Core Course	3
	Total Credits in the Semester	4

Year 3: Spring

Course #	Course Name	SCH
TE 892	College Teaching Internship – 144 practicum hours (Education Emphasis)	3
OR HRD 858	Evidence Based Leadership Coaching	
	Total Credits in the Semester	3

Total Number of Semester Credit Hours [34]

VIII. Core Faculty

Note: * Next to Faculty Name Denotes Director of the Program, if applicable
 FTE: 1.0 FTE = Full-Time Equivalency Devoted to Program

Faculty Name	Rank	Highest Degree	Tenure Track Y/N	Academic Area of Specialization	FTE to Proposed Program
Cheryl Giefer	University Professor	PhD	Y	Health Education, Advanced Practice, Family	0
Barbara McClaskey	University Professor	PhD	Y	Advanced Practice, Family, Maternal-Child Health Nursing	5%
Janis Schiefelbein	Professor	PhD	Y	Nursing, with an emphasis in Health Promotion and Distance Education, Community Health Nursing	5%
Karen Johnson	Associate Professor	PhD	Y	Pharmacology, Advanced Practice, Family, Nursing Education	15%
Jennifer Harris	Associate Professor	PhD	Y	Advanced Practice, Family	15%
Amy Hite	Professor	DNP/EdS	Y	Advanced Practice, Family	0
Kristi Frisbee	Associate Professor	DNP	Y	Leadership, Educational Leadership, Community Health, Scholarly Project	20%
Gena Coomes	Assistant Professor	PhD	Y	Nursing, Nursing Education	5%
Trina Larery	Assistant Professor	DNP	Y	Advanced Practice, Family, Nursing Education	5%
Ashleigh Heter	Assistant Professor	DNP	Y	Advanced Practice, Family	5%
Mandi Alonzo	Assistant Professor	PhD	Y	Nursing, Advanced Practice, Psych/Mental Health, Nursing Education	20%
Tracy Stahl	Assistant Professor	DNP	Y	Advanced Practice, Family, Pediatrics	5%

Number of graduate assistants assigned to this program **10**

IX. Expenditure and Funding Sources

A. EXPENDITURES	First FY	Second FY	Third FY
Personnel – Reassigned or Existing Positions			
Faculty	0	0	0
Administrators (<i>other than instruction time</i>)	0	0	0

Graduate Assistants	0	0	0
Support Staff for Administration (e.g., secretarial)	0	0	0
Fringe Benefits (total for all groups)	0	0	0
Other Personnel Costs	0	0	0
Total Existing Personnel Costs – Reassigned or Existing	0	0	0
Personnel – New Positions			
Faculty	0	0	0
Administrators (other than instruction time)	0	0	0
Graduate Assistants	0	0	0
Support Staff for Administration (e.g., secretarial)	0	0	0
Fringe Benefits (total for all groups)	0	0	0
Other Personnel Costs	0	0	0
Total Existing Personnel Costs – New Positions	0	0	0
Start-up Costs - One-Time Expenses			
Library/learning resources	0	0	0
Equipment/Technology	0	0	0
Physical Facilities: Construction or Renovation	0	0	0
Other	0	0	0
Total Start-up Costs	0	0	0
Operating Costs – Recurring Expenses			
Supplies/Expenses	0	0	0
Library/learning resources	0	0	0
Equipment/Technology	0	0	0
Travel	0	0	0
Other	0	0	0
Total Operating Costs	0	0	0
GRAND TOTAL COSTS	0	0	0

B. FUNDING SOURCES (projected as appropriate)	Current	First FY (New)	Second FY (New)	Third FY (New)
Tuition / State Funds		\$40,872	\$84,888	\$106,896
Student Fees				
Other Sources				
GRAND TOTAL FUNDING		\$40,872	\$84,888	\$106,896

C. Projected Surplus/Deficit (+/-) (Grand Total Funding <i>minus</i> Grand Total Costs)		\$40,872	\$84,888	\$106,896
D.				

X. Expenditures and Funding Sources Explanations

A. Expenditures

Personnel – Reassigned or Existing Positions

Each of the courses in the plan of study are already being taught at PSU. This new program would only result in increased enrollment in existing courses. There will be no additional costs to begin this program.

Personnel – New Positions

No additional personnel will be required to support this program.

Start-up Costs – One-Time Expenses

No start-up costs will be incurred with this new program.

Operating Costs – Recurring Expenses

No recurring expenses will be incurred with this new program.

B. Revenue: Funding Sources

Tuition and Fees per credit hour for the Doctor of Nursing Practice Program: \$524. We anticipate 6 students enrolling in each cohort:

Year 1: $\$524 \times 6 \text{ students} \times 13 \text{ credit hours} = \$40,872$

Year 2: $\$524 \times 6 \text{ students} \times 14 \text{ credit hours} = \$44,016 + \$40,872 \text{ (for the 2}^{\text{nd}} \text{ cohort of Year 1)} = \$84,888$

Year 3: $\$524 \times 6 \text{ students} \times 7 \text{ credit hours} = \$22,008 + \$44,016 \text{ (for the 2}^{\text{nd}} \text{ cohort of Year 2)} + \$40,872 \text{ (for the 3}^{\text{rd}} \text{ cohort of Year 1)} = \$106,896$

C. Projected Surplus/Deficit: Starting with Year 3, if 6 students start and end in the projected time frame, the projected surplus would be \$106,896/year.

XI. References

American Association of Colleges of Nursing. (2022). *Fact sheet: Nursing faculty shortage*. American Association of Colleges of Nursing. Retrieved November 7, 2022 from <https://www.aacnursing.org/Portals/42/News/Factsheets/Faculty-Shortage-Factsheet.pdf>

- Barnes Jewish College Goldfarb School of Nursing. (2022). *Doctor of Nursing Practice (DNP) – Post-MSN option: Estimated tuition and fees*. Barnes Jewish College. Retrieved November 7, 2022 from <https://www.barnesjewishcollege.edu/Portals/0/DNP%20Cost%20Sheets%202022.pdf>
- Graceland University. (2022). *Doctor of Nursing Practice*. Graceland University. Retrieved November 7, 2022 from <https://www.graceland.edu/programs/doctor-of-nursing-practice/>
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- U.S. Bureau of Labor Statistics. (2022). Health education specialists and community health workers. *Occupational Outlook Handbook*. Retrieved November 7, 2022 from <https://www.bls.gov/ooh/community-and-social-service/health-educators.htm#tab-1>.
- U.S. Bureau of Labor Statistics. (2022). Medical and health services managers. *Occupational Outlook Handbook*. Retrieved November 7, 2022 from <https://www.bls.gov/ooh/management/medical-and-health-services-managers.htm>
- University of Kansas. (2022). *School of nursing tuition and fees guide*. KU Medical Center: The University of Kansas. Retrieved November 7, 2022 from <https://www.kumc.edu/academic-and-student-affairs/departments/registrars-office/tuition-and-fees/school-of-nursing-tuition-and-fees-guide.html>
- University of Oklahoma. (2022). *Tuition and fee estimate for College of Nursing – Doctor of Nursing Practice (DNP) program – full time*. University of Oklahoma Health Sciences Center. Retrieved November 7, 2022 from https://financialservices.ouhsc.edu/Portals/1354/assets/bursar/TF_AY2023/NURS-DNP.pdf?ver=2022-07-13-083036-360

Attachment A

Emphasis Core Courses (12 Hours):

Organizational Leadership	CR	Educational Leadership	CR
HRD 852 Organizational Development and Change (48 hours)	3	<i>In Collaboration with Advisor, Select 9 hours from:</i> TTED 750 Mentoring Principles for Professionals TTED 779 Instructional Methods TTED 832 Needs Assessment TTED 845 Instructional Planning and Curriculum Development TTED 893 Student Assessment Development in Career and Technical Education LDSP 870 Grant Writing and External Resources PSYCH 810 Advanced Educational Psychology	9
TTED 802 Adaptive Leadership	3		
TTED 832 Needs Assessment	3		
HRD 858 Evidence Based Leadership Coaching	3	TE 892 College Teaching Internship – 144 practicum hours	3
Total Emphasis Core Hours	12		12