

**BOARD OF GOVERNORS
STATE UNIVERSITY SYSTEM OF FLORIDA
NEW DOCTORAL DEGREE PROPOSAL STAFF ANALYSIS**

Program: Doctor of Nursing Practice, Nurse Anesthetist **CIP Code:** 51.3804
Institution: University of North Florida **Proposed Implementation Date:** Spring 2016
Staffed By: L. Long, A. Beaven **Initial Review Date:** 09/03/15 **Last Update:** 10/19/15

Projected program costs:

	Total	% & \$ Current Reallocated	% & \$ New Recurring	% & \$ New Non- Recurring	% & \$ C&G	Auxiliary Funds	Cost per FTE	SUS 13-14 Average Cost per FTE
Year 1	\$681,302	100% \$681,302	0% \$0	0% \$0	0% \$0	\$0	\$15,684	\$9,642 51 CIP**
Year 5	\$1,225,910	100% \$1,225,910	0% \$0	0% \$0	0% \$0	\$0	\$14,135	

** NOTE: SUS Average Cost per FTE is a less meaningful comparative measure for the 51 CIP because of the wide range of clinical and nonclinical programs included.

Projected FTE and Headcount are:

	Student Headcount	Student FTE
First Year	45	43.44
Second Year	70	72.5
Third Year	95	85.02
Fourth Year	100	86.73
Fifth Year	100	86.73

On March 29, 2007, the Florida Board of Governors approved Board Regulation 8.011, which sets forth criteria for implementation and authorization of new doctorates by the Board of Governors, as well as criteria for implementation and authorization of Bachelor's, Master's and Specialist degrees by Boards of Trustees. The following staff analysis is an assessment of how well the university meets Board Accountability and Readiness criteria for implementation of this degree program.

Proposal Page Numbers:

INTRODUCTION		ACCOUNTABILITY			READINESS			
Program Description	BOG Goals	Overall	Budget	Mission and Strength	Program Quality	Curriculum	Faculty	Resources
3	4	6	9	13	15	15	22	24

A. Program Description:

The University of North Florida (UNF) is requesting to change the current Nurse Anesthetist major offered under the existing Doctor of Nursing Practice (DNP-NAP) to a stand-alone DNP degree program under CIP Code 51.3804. This practice doctorate program prepares graduates for entry into the specialty of anesthesiology nursing by taking the National Certification Examination and earning the designation of Certified Registered Nurse Anesthetist. Initial accreditation for the current DNP-NAP major was received in summer 2014 by the Council on Accreditation for Nurse Anesthesia Educational Programs (COA) and the program will not have to reapply if it is approved to be a stand-alone degree.

UNF's proposed doctoral program will require the completion of 111 graduate credit hours and 3100 clinical hours. The current Master of Science in Nursing, Nurse Anesthesia requires 95 credits and 3240 clinical hours (http://www.unf.edu/brooks/nursing/anesthesia/course_matrix.aspx). In order to be admitted to UNF's program, an applicant must be a Registered Nurse, hold a BSN degree, have two years of critical care nursing experience, and have acceptable GRE or MAT scores as well as successfully complete an interview.

The didactic activities of the program will continue to be based at the UNF campus in Jacksonville. Tele-video conferencing (TVC) is currently utilized to broadcast classes live to clinical sites minimizing student travel to the UNF campus in order to attend classes. According to the proposal, use of TVC will continue and it was reported this has proven to be successful. Clinical portions of the program will continue to be accomplished at the eight community-based clinical facilities currently being used (proposal page 5). In addition, UNF has just entered into an agreement with Baptist Health, Jacksonville, making Baptist Health the ninth clinical site for the program.

B. System-Level Analysis and Evaluation in accordance with BOG Regulation 8.011:

Summary Observations:

- All Nurse Anesthesia Programs will be required to be at the doctorate level by January 1, 2022 in order for graduates to sit for the national certification exam.
- The UNF Nurse Anesthesia Program already exists as a major/concentration under the existing Doctor of Nursing Practice, so there is no actual additional costs for implementing the proposed program.
- Elevating the existing nurse anesthesia major to be a stand-alone degree in CIP 51.3804 will allow more accurate data reporting and comparative analysis across states and regions regarding these degrees.
- Elevating the program to be a stand-alone degree will allow the university to establish a tuition and fee structure sufficient to cover the costs of the program without impacting less expensive nursing majors offered under the existing DNP.
- The Board of Governor's Health Initiatives Committee's initial findings in its 2015 Gap Analysis Report suggest that large out-migration for this sector of nursing creates a significant workforce gap for Florida. Separate reporting for this degree will help provide useful documentation of the gap.

- Labor market statistics at the national, state, and local level indicate an increasing demand for nurse anesthetists.

The proposal demonstrates alignment of the program with the State University System's 2025 *Strategic Plan* goals regarding excellence, productivity, and strategic priorities for teaching and learning, scholarship, research, and innovation, and for community and business engagement. These goal alignments are further explained on pages 4-5 in the proposal.

Community and Business Engagement

It is worth noting that UNF has established a strong relationship with community partners for its nursing and healthcare programs. Currently eight community clinical sites cooperate in the clinical instruction of students in the proposed program, and UNF has just entered into an agreement with Baptist Health, Jacksonville, making Baptist Health the ninth clinical site for the program. Last year, UNF NAP students provided over 37,700 hours of anesthesia care to medically underserved populations throughout Florida. Community members are now and will be increasingly involved in student selection, clinical education, and curricular changes based on community and professional needs.

The proposed degree program is designed to prepare advanced practice nurses specializing in anesthesia and will be included in the Programs of Strategic Emphasis, Critical Workforce: Health category. This will not, however, significantly impact UNF enrollment and degrees granted data in this category because the program already exists as a major track.

National Transition to the DNP for Nurse Anesthesia Programs

Students accepted into a nurse anesthesia program on January 1, 2022, and thereafter must graduate with a doctoral degree in order to be eligible to sit for the national exam and become licensed. The Council on Accreditation of Nurse Anesthesia Educational Programs approved the standards for accreditation of nurse anesthesia programs: the Practice Doctorate (PDS). As reported on COA's website, the PDS will be used by programs transitioning to award doctoral degrees for entry into practice and post-master's doctoral degrees for CRNAs (<http://home.coa.us.com/Pages/default.aspx>).

Need for Nurse Anesthetists

The workforce need for nurse anesthetists is strong at the national and state levels. According to the Bureau of Labor Statistics, employment of nurse anesthetists is expected to grow 31 percent nationally from 2012 to 2022, much faster than the average for all occupations (<http://www.bls.gov/ooh/healthcare/nurse-anesthetists-nurse-midwives-and-nurse-practitioners.htm>). The reported growth will occur primarily because of the effects of healthcare legislation, an increased emphasis on preventative care, and demand from the large, aging baby-boom population for healthcare services as people live longer and more active lives than previous generations.

RAND Health published results of a study (2010) that was conducted to assess anesthesia labor markets in the United States (http://www.rand.org/pubs/technical_reports/TR688.html). The

study's key finding was that there are shortages of both Anesthesiologists (ANs) and Certified Registered Nurse Anesthetists (CRNAs) nationwide, although this varies across regions and states. The study revealed a shortage of both ANs and CRNAs in Florida. The study also indicated that the average age of CRNAs to be 49 years with average experience of 17 years.

The labor market projection is similar for the state of Florida with the Florida Department of Economic Opportunity reporting that nurse anesthetist jobs will increase from 2,400 in 2014 to 3,186 in 2022, a 32.8 percent change (<http://floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>).

According to the American Association of Colleges of Nursing, faculty shortages are limiting student capacity. Budget constraints, an aging faculty at nursing schools, as well as increasing job competition from clinical sites have been identified as contributing to the shortage (<http://www.aacn.nche.edu/media-relations/fact-sheets/nursing-faculty-shortage>). A search for nursing faculty positions on *Inside Higher Ed Careers* website returned 560 opportunities with 42 advertised positions in Florida (<https://careers.insidehighered.com/search>).

The Board of Governor's Health Initiatives Committee provided initial findings in its 2015 Gap Analysis Report that suggest that, despite high projected growth for CRNA jobs in Florida, many Nurse Anesthetist students who graduate and are licensed in the state do not stay to practice. A review of Florida's CRNA licensing for 2014 showed 165 new licenses were issued, but only 44 individuals were shown to have an active license and an in-state practice address a year later. These figures, and those for Nurse Practitioners in general, suggest large out-migration for this sector of nursing. The current annual supply of Nurse Anesthetist graduates from both public and private programs exceeds the Florida Department of Economic Opportunity's projection of 140 annual openings (each year from 2014-2022); the large number leaving the state, however, creates a significant workforce gap for Florida. For 2012-2013, the State University System graduated approximately 95 Nurse Anesthetists and the private universities graduated an additional 230 students. A small portion of these students may have already held a CRNA license and sought out the MSN-DNP completion programs to increase their degree attainment, without actually changing their specific nursing occupation.

In addition to this program meeting projected state workforce needs, elevating the existing major to a stand-alone degree under CIP Code 51.3804 will improve the Board of Governors ability to track program supply and demand as well as to track program graduate employment outcomes. The CIP code change will help identify how many SUS graduates stay to work in Florida and what their earnings are over time.

Student Demand

The UNF proposal included a chart reflecting the applications, enrollments, and graduates for the MSN NAP program over 7 years. Per the report: "In each of the seven years that UNF has had an MSN Nurse Anesthesia program the number of fully qualified applicants has far exceeded the number of available seats in the program."

Applications, Enrollments and Graduates for UNF NAP program over 5 years

Year	# of seats	# applicants	# accepted	# enrolled	# graduated
2008	20	48	20	20	19
2009	20	77	19	19	17
2010	25	120	25	25	24
2011	25	107	25	24	24
2012	30	135	30	29	26
2013	30	107	25	25	21
2014	30	112	28	28	25

UNF’s proposal noted that there have been 156 graduates from the program within the current concentration at the Master’s degree level and “all have passed their certification examination and are currently employed in their specialty field, earning over \$125,000.” According to the Council on Accreditation of Nurse Anesthesia Educational Programs website, the certification pass rate for the last UNF graduating class for first-time takers was 85%, and the certification pass rate for the last graduating class for first- and second-time takers was 96%, with the site reporting an employment rate of 100% for the last graduation class (<http://home.coa.us.com/accredited-programs/Pages/CRNA-School-Search.aspx>). The Bureau of Labor Statistics reports national estimates for nurse anesthetists’ mean annual wage is \$158,900 (<http://www.bls.gov/oes/current/oes291151.htm>).

C. Assessment of the University Review Process in accordance with BOG Regulation 8.011:

Due to the system of stair step accountability set in place by the Board of Governors in Regulation 8.011, it is now incumbent upon University Board of Trustees to verify that all doctoral programs coming before the Board of Governors have met the requirements of the regulation. The following is an assessment of the university review process to ensure that all criteria set forth have been considered by the university prior to submission to the Board of Governors office.

ACCOUNTABILITY

Check ‘yes’ or ‘no’ box, and make comments beneath 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.

This proposed program was approved by the UNF Board of Trustees at the October 2015 meeting.

 The university has provided a proposal written in the standard SUS format which addresses new academic program approval criteria outlined in BOG Regulation 8.011.

The new academic program proposal was written in the standard SUS format and in accordance with the criteria set forth in Board Regulation 8.011.

- The pre-proposal was reviewed by the Council of Academic Vice Presidents (CAVP) workgroup and any concerns identified by the group have been listed and addressed in the proposal.**

The proposal documented that the CAVP met on 2/6/2015 and that no concerns were raised about implementing the proposed program.

- 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.**

The university has provided data that supports the need for nurse anesthetists. Letters of support were provided by the Dean and Professor of Anesthesiology for Barry University in Miami and by the Program Director of the Nurse Anesthesia program at Old Dominion University in Virginia Beach. Area clinical sites also provided support.

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

From years 1 to 5, UNF anticipates increasing headcount enrollment from 45 students to 100 students. According to the enrollment data provided by UNF School of Nursing to the Board of Governors, 73-76 students have been enrolled full-time for the past 4 years in the UNF MSN program. The faculty currently consists of two tenured professors (1 FTE, and .5 FTE), one tenure-earning assistant professor (1 FTE), and five yearly instructors (varying FTE). The proposal does indicate plans to hire one assistant professor (yearly) with an initial date for participation in spring 2018. Enrollment, faculty effort, and budget tables for Years 1 and 5 are completed and align appropriately.

- 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.**

University of North Florida's Equal Opportunity Officer signed the proposal on May 18, 2015.

- 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.**

The proposal is a request to move an existing major to be a stand-alone degree and will not actually increase the number of nurse anesthetist programs in the state. It

would be the first BS to DNP program in nurse anesthesia to be offered by a public university in the state of Florida in the 51.3804 CIP code. The University of Miami currently offers a BS to DNP program in nurse anesthesia. Florida International University will offer a dual degree option of MSN-DNP for nurse anesthetist starting in January 2016.

2. Budget – The proposal presents a complete and realistic budget for the program consistent with university and BOG 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 proposal was approved by the University Board of Trustees at the October 2015 meeting.

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 SUS institutions.

The budget for the program appears to be complete. UNF provides a comparison of SUS NAP program tuition (gathered via information posted and available on websites) on page 10 of the proposal. The information included the university, credit hours, tuition, fees, tuition and fees IS, and tuition OOS.

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 program is proposing a differentiated graduate-level tuition plan because the expenses for the Nurse Anesthetist program are higher than the other DNP programs at UNF. The proposed total cost of the program is \$56,734 for in-state and \$117,392 for out-of-state students. The tuition includes additional student-related expenses that were previously assessed as additional program fees as well as a 10% increase to cover future escalation in faculty or programmatic costs.

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.

The proposal noted that the funds to implement this program are already used to support the existing major, so there will be no impact on other departments.

READINESS

Check 'yes' or 'no' box, and make comments beneath 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.**

The faculty worked through the faculty governance process to create the revised curriculum and program of study. Participants included the graduate curriculum committee, university academic programs committee, and the graduate curriculum committee with NAP faculty. A chronological table outlining the collaborative planning process is included in the proposal.

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

Dr. John M. O'Donnell, Professor and Chair of the Department of Nurse Anesthesia with University of Pittsburgh School of Nursing provided an external review of the proposal. Dr. O'Donnell's review supported the department's capability of successfully implementing this program.

- 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.**

According to the proposal, the Council on Accreditation for Nurse Anesthesia Educational Programs (COA) and the Council on Collegiate Nursing Education reported no compliance concerns with the UNF program following program review visits. Accreditation of the program was verified on COA's website and the next review date is 10/2019 (<http://home.coa.us.com/accredited-programs/Documents/LOAP%20-%20072815.pdf>). University of North Florida was confirmed to be a member institution of the Council on Collegiate Education for Nursing (http://www.sreb.org/page/1081/nursing_education.html).

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

UNF proposes to deliver the program via a combination of distance learning and in-class presentation. This is the course delivery method currently being utilized and it is reported to be successful.

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.**

The proposal describes that the curricular framework for this program is derived from the requirements for nurse anesthesia graduate education at the doctoral level as specified by the Council on Accreditation of Nurse Anesthesia Educational Programs. The program meets those requirements so that graduates will be qualified to take the National Certification Examination to become a Certified Registered Nurse Anesthetist. In addition, the DNP program was designed using AACN's Essentials of Doctoral Education for Advanced Nursing Practice (2006). As indicated in the proposal, the program also was developed to align with standards set forth by the American Association of Colleges of Nursing Essentials for Doctoral education in addition to the Standards delineated in the Nurse Anesthesia professional Practice Manual

<http://www.aana.com/resources2/professionalpractice/Pages/Professional-Practice-Manual.aspx>.

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

The Commission of Collegiate Nursing Education granted approval to UNF to award the DNP degree in 2010. In 2014, the Council on Accreditation of Nurse Anesthesia Educational Programs approved the conversion of the UNF MSN Nurse Anesthesia Program to the DNP level. No recommendations were offered by either accrediting agency and UNF was fully approved. In 2015, the Commission of Collegiate Nursing Education visited to reaccredit the DNP program including the DNP-NAP cohort. UNF reports that no formal reports have been received.

Accreditation of the program was verified on COA's website and the next review date is 10/2019 (<http://home.coa.us.com/accredited-programs/Documents/LOAP%20-%20072815.pdf>). University of North Florida was confirmed to be a member institution of the Council on Collegiate Education for Nursing (http://www.sreb.org/page/1081/nursing_education.html).

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.**

The existing NAP major is accredited by both the Commission on Collegiate Nursing Education and the Council on Accreditation of Nurse Anesthesia Educational Programs. Both of these organizations have established standards to ensure that the appropriate number of faculty are in place to deliver the program.

- 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.**

The existing NAP major is accredited by both the Commission on Collegiate Nursing Education and the Council on Accreditation of Nurse Anesthesia Educational Programs. Both of these organizations have established standards to ensure that faculty have the appropriate credentials and experience to sustain the program.

- 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.**

Faculty CVs demonstrate that the faculty who will contribute to the program in Year 1 have been active in teaching, research, and service to the profession and the institution.

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

Based on Table 4 of the proposal, the university anticipates hiring one additional annual assistant professor with the initial date for participation in the program in spring 2018.

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 May 18, 2015. The proposal includes a listing of the databases supporting programs in the Brooks College of Health and indicated that no additional library resources are required for the proposed program.

- 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.**

According to the proposal, additional space is not expected to be needed as the program is currently in operation as a major under the existing DNP.

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

According to the proposal, additional equipment is not needed although UNF noted that it will need to plan for the usual replacement of equipment, given wear and tear of the equipment.

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

As noted in the proposal, traineeships may be available through the Federal Health Resources Services administration and students are able to apply for a limited number of tuition waivers.

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

UNF currently lists 8 available sites for clinical and internships and has just entered into an agreement with Baptist Health, Jacksonville, making Baptist Health the ninth clinical site for the program.