Proposal: State the nature and effective date of the proposed change/addition/deletion.

We are proposing to transition the Otterbein’s Master level Nursing Service Administration Program into a Post Master’s Nurse Executive Track within Otterbein’s Doctor of Nursing Practice Program. This will be done by:

1) The current Master of Science in Nursing, Nursing Service Administration (MSN/NSA) major and Master of Science in Nursing/Master of Business Administration (MSN/MBA) major will be phased out. Current students enrolled in the program (less than 10 in all categories) will be allowed to continue and graduate within 6 years from the start of their program according to current completion policies.

2) Courses for the MSN/NSA major will continue for the transition: MBA6050, MBA6450, MBA6000, NURS6310 and NURS6320; Courses for the MSN/MBA major will continue for the transition: MBA6000, MBA6400, MBA6050, MBA6450, MBA6600, MBA6150, MBA6700, MBA6960, MBA6990, NURS6310, and NURS6320.

3) After the transition period, the MBA courses will continue as part of the MBA program. The two NSA courses (NURS6310 and NURS6320) will not be deleted as they will be part of the curriculum when a post-baccalaureate DNP curriculum is developed.

4) Adding a course, N7075 *Financial and Business Decision Making for Project/Strategic Planning* (course description and objectives attached), to the requirements of the Doctor of Nurse Practice Program for Nurse Executive graduates who plan to specialize in practice at an aggregate, systems, or organizational level.

5) Decreasing N7950 Clinical Seminar/Internship hours for DNP Executive students to 2 (N7955: course description and objectives attached) as the N7075 *Financial and Business Decision Making for Project/Strategic Planning* course will have a clinical component.

6) Modifying current Admission Criteria as noted below:

1. **Degree**
   a. **Direct Care**
      Master’s degree in nursing or health related field with role preparation in Advanced Nursing Practice from an institution of higher education that is
fully accredited by the appropriate regional accrediting agency and either NLNAC (National League for Nursing Accreditation) or CCNE (Commission on Collegiate Nursing Education).

b. **Indirect Care**
   
   Must have an academic degree in nursing (from an accredited institution of higher education that is fully accredited by the appropriate regional accrediting agency and either NLNAC or CCNE) and a Master’s degree in a health related field or MBA (from an institution of higher education that is fully accredited by the appropriate regional accrediting agency).

2. Current unencumbered licensure as a registered nurse in the state where practice project will be conducted.

3. Evidence of capacity for graduate study. A blended cumulative grade point average of at least a 3.25 on a 4.0 scale for all graduate course work.

4. Ability to articulate one’s professional goals, **evidence-based practice interests, and expectations for doctoral study** as evidenced by the admission essay and faculty interview; Applicants’ goals are congruent with the objectives and resources of the Otterbein University Nursing Department.

5. **One year full-time, or part-time equivalent, nursing work experience within the last five years in an Advanced Practice, or nursing administration/executive role.**

6. Resume with all professional experiences documented.

7. Three recommendations from individuals who can support the applicant’s potential for functioning in the DNP role.

8. Evidence of national certification as an APN or nursing administration/executive preferred.

9. Graduate level research course; Graduate Statistics Course recommended.

   *(Proposed DNP Course of Study changes attached)*

**Rationale:**

1. **Why is this proposal desirable?** Presently, Otterbein’s Doctor of Nursing Practice Program has an Advanced Practice Nursing focus which prepares nurses that specialize as advanced practice nurses (APNs) to assess, manage, and evaluate patients’ at the most independent level of clinical practice. They are expected to employ a thorough understanding of pathophysiology and pharmacotherapeutics in making diagnostic and practice management decisions and thus, are required to take direct care courses (advanced physical assessment, advanced pathophysiology and advanced pharmacology) beyond core course work.

   When the American Association of Colleges of Nursing (AACN) established the *Essentials of Doctoral Education for Advanced Nursing Practice* in 2006, it was noted that “DNP preparations falls into two general categories: roles that specialize as an advanced practice nurse (APN) with a focus on the care and management of individuals and families, and roles that specialize in practice at an aggregate, systems, or organizational level”(p.17). Generally, this type of
advanced practice role does not have direct patient care responsibilities but rather, requires that “DNP graduates preparing for advanced specialty practice at the population/organizational/policy level demonstrate competencies in conducting assessments to identify aggregate health or system needs; working with diverse stakeholders for inter- or intra-organizational achievement of health-related organizational or public policy goals; and, designing patient-centered care delivery systems or policy level delivery models” (p. 18).

Hospitals and health care organizations are businesses. Adding the course, *Financial and Business Decision Making for Project/Strategic Planning* which will focus on macro financial management, cost/benefit analyses of innovation, and the ability to write business plans will allow DNP graduates to be full partners, with physicians and other health care professionals in redesigning health care (Institute of Medicine, 2010).

2. **How does this proposal fit with the goals from your departmental review?**
   These changes have been discussed at several DNP Committee Meetings as Otterbein’s current DNP Program focus is on APNs (direct care) only. In addition, current Master level Nursing Service Administration Programming has consistent but low student census numbers, and since today’s macro health care environment needs require doctoral education at an aggregate/systems/organizational level, the Master level Nursing Service Administration Program will be transitioned into a Post Master’s Nurse Executive Course of Study within Otterbein’s Doctor of Nursing Practice Program.

3. **What will this proposal do to enhance the learning experience of students at Otterbein?** A DNP Systems option will be available for students with administrative, healthcare policy, informatics, and population-based specialties to focus their practice on aggregates: populations, systems, organizations, and state or national policies.

4. **Does the proposed change generate any duplication with other courses, either in your department or elsewhere?** No, as this course is geared to nursing professionals who need to know health care finance and business management in “non-CPA terms” (Spitzer, 2013, preface, ix).

**Offerings:**

1. **When?** Starting with DNP Cohort Summer 2014
2. **Frequency?** If approved, the course will continue to be offered on an annual basis.
3. **Sample Plan of Study (grids of current and proposed attached)**
4. **Net addition:** The total number of credit hours does not change between the Post Master’s Nurse Executive Course of Study and the current Post Master’s DNP Course of Study.

**Assessment:** This course and other changes will be evaluated as part of the Department Assessment Plan. The course will also be evaluated by students in their course evaluation and the results will be discussed in the Departmental Curriculum Committee.
**Academic Support:** Since Health Care Management courses are already being taught in the department, it is anticipated that there will be no additional resources needed to make this change.

**Staffing:**

1. **What faculty expertise is presently available?** There is already faculty expertise available within the department to make these changes.
2. **Will the department take on more overloads?** No
3. **Will more adjuncts be hired?** No
4. **Will additional full-time faculty be needed?** No additional full-time faculty will be needed.
5. **What are the short-range and long-range staffing needs?** None.
6. **If you are requesting additional faculty, full or part-time, how will you offer the course if funding is denied?** Not applicable.
7. **Show evidence of discussion with the School Dean concerning staffing:** The proposed DNP Program changes that transitions Otterbein’s Master level Nursing Service Administration Program to a Post Master’s Nurse Executive Course of Study within Otterbein’s Doctor of Nursing Practice Program has been discussed with Dr. Schaffner, Dean of Graduate Studies who supports this change.
8. **If you are going to need faculty from another department, have you consulted the faculty member and his/her chair?** Not applicable.

**Communication:**

How will the department plan to communicate the proposed change to students affected? Current students enrolled in Otterbein’s Master level Nursing Administration and DNP Programs will not be affected by this change.
### Full Time Plan

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### DNP Course of Study - Indirect Care – Nurse Executive

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Otterbein University
Doctor of Nursing Practice Program
Semester, Year Anticipated Fall 2014

COURSE NUMBER/TITLE  N7075 – Financial and Business Decision Making for Project/Strategic Planning

CREDIT:  3 semester hours

FACULTY:

SCHEDULE:

COURSE DESCRIPTION:
This course will focus on health systems as businesses, including macro financial management, cost/benefit analyses of innovation, and the writing of business plans which will allow DNP Nurse Executive graduates to be full partners with physicians and other health care professionals in redesigning health care.

COURSE OBJECTIVES (follow AACN Essential II, 2006):
The student will:

1. Develop and evaluate care delivery approaches that meet current and future needs of patient populations based on scientific findings in nursing and other clinical sciences, as well as organizational, political, and economic sciences. *(DNP Essential III.2)*

2. Ensure accountability for quality of health care and patient safety for populations with whom they work. *(DNP Essential II.2)*
   a. Use advanced communication skills/processes to lead quality improvement and patient safety initiatives in health care systems.
   b. Employ principles of business, finance, economics, and health policy to develop and implement effective plans for practice-level and/or system-wide practice initiatives that will improve the quality of care delivery.
   c. Develop and/or monitor budgets for practice initiatives.
   d. Analyze the cost-effectiveness of practice initiatives accounting for risk and improvement of health care outcomes.
   e. Demonstrates sensitivity to diverse organizational cultures and populations, including patients and providers.

3. Develop and/or evaluate effective strategies for managing the ethical dilemmas inherent in patient care, the health organization, and research. *(DNP Essential II.3)*

REQUIRED TEXTBOOK:

COURSE NUMBER/TITLE:  N7955 – Clinical Seminar/Internship (Nurse Executives)

CREDIT: 2 semester hours

COURSE DESCRIPTION: NOT PROPOSED REVISION
This course promotes synthesis of concepts and knowledge gained from leadership, policy epidemiology, quality and evidence based practice courses and prior administrative experience. Through an individualized internship experience, the DNP student will apply nurse executive and doctoral competencies that address the multifaceted needs of individuals, populations or systems.

PROPOSED REVISION:
The course promotes synthesis of concepts from the advanced practice area with knowledge gained from prior DNP course work (N7050 Knowledge Building; N7060 Evidence Based Practice; N7040 Quality Clinical Practice; N7035 Epi/Biostats; N7030 Politics/Policy of Health Care; N7070 Special Topics in Leadership). Through an individualized internship experience, the DNP student will apply learned DNP competencies (found within AACN’s DNP Essentials, 2006) to further explore and develop the scholarly project aimed at addressing the multifaceted needs of the target population.

COURSE OBJECTIVES
At the end of this course, the student will:

1. Integrate nursing and related sciences into the delivery of safe, evidence based advanced nursing care for culturally diverse clinical or community based populations as appropriate for individualized professional development. (DNP Essentials I.1; II.)

2. Advance equitable and efficient clinical prevention services and promote effective population based health policy through the application of concepts, such as healthcare organizations, economics, information management systems, interprofessional collaboration and ethical frameworks. (DNP Essentials V.6; VI; VII.2)

3. Demonstrate knowledge synthesis and integration of advanced practice roles and outcomes through the development of the scholarly project ((DNP Essentials III.4; VIII.2; VIII.4)

4. Utilize appropriate data acquisition through information technology in the development of the scholarly project ((DNP Essentials III.5; IV)

5. Refine a portfolio that demonstrates synthesis of doctoral level competencies with advanced practice knowledge (DNP Essentials VIII.7)

REQUIRED TEXTBOOKS
American Nurses Association (2009). Nursing Administration: Scope and Standards of Practice Silver Springs, MD: ANA


RECOMMENDED TEXTBOOKS
**Otterbein University**
**Doctor of Nursing Practice Program in Nursing**
**Anticipated Revisions applicable Fall, 2014**

**COURSE NUMBER/TITLE:** NURS 7950: Clinical Seminar and Internship

**CREDIT:** 5 cr

**COURSE DESCRIPTION:**
NOTE REVISED COURSE DESCRIPTION
This course promotes synthesis of concepts from the advanced practice area with knowledge gained from leadership, policy, epidemiology, quality and evidence-based practice courses. Through an individualized internship experience, the DNP student will apply advanced practice and doctoral competencies such as leadership and interprofessional collaborations for quality improvement of individuals and populations. The course focuses on development of additional breadth and depth in practice that addresses the multifaceted needs of individuals and populations needing advanced practice nursing.

PROPOSED REVISION:
The course promotes synthesis of concepts from the advanced practice area with knowledge gained from prior DNP course work (N7050 Knowledge Building; N7060 Evidence Based Practice; N7040 Quality Clinical Practice; N7035 Epi/Biostats; N7030 Politics/Policy of Health Care; N7070 Special Topics in Leadership). Through an individualized internship experience, the DNP student will apply learned DNP competencies (found within AACN’s DNP Essentials, 2006) to further explore and develop the scholarly project aimed at addressing the multifaceted needs of the target population.

**COURSE OBJECTIVES:**
NOTE REVISED OBJECTIVES
At the end of this course, the student will:

1. Integrate nursing and related sciences into the delivery of safe, evidence-based advanced nursing care for culturally diverse clinical or community-based populations as appropriate for individualized professional development. (*Essentials* I.1; II.1)

2. Advance equitable and efficient clinical prevention services and promote effective population-based health policy through the application of concepts, such as healthcare organizations, economics, information management systems, interprofessional collaboration and ethical frameworks. (*Essentials* V.6; VII.2)

3. Demonstrate knowledge synthesis and integration of advanced practice roles and outcomes through the development of the scholarly project (*Essentials* III.4; VIII.2,4)

4. Utilize appropriate data acquisition through information technology in the development of the scholarly project (*Essentials* III.5; IV)

5. Refine a portfolio that demonstrates synthesis of doctoral level competencies with advanced practice knowledge. (*Essentials* VIII.7)

**TEACHING METHODS:**
A variety of teaching methods are utilized within the course. These methods of instruction include, but are not limited to: lecture, discussions, case studies, group presentations and seminars.

**REQUIRED TEXTBOOKS:**