

**Title: Proposal for Master of Science in Nursing- Forensic Nursing**

**Degree: Master of Science in Nursing**

**Program Coordinator: Kelly Berishaj**

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### Abstract

The Oakland University (OU) School of Nursing (SON) seeks approval of the proposed Master of Science in Nursing- Forensic Nursing (MSN-FN). The MSN program is presently established in the SON and currently offers three tracks (Adult-Gerontological Nurse Practitioner, Family Nurse Practitioner, and Nurse Anesthesia). This proposal seeks to add a Forensic Nursing track to the current MSN program. Forensic nursing was designated as a nursing specialty in 1995 by the American Nurses Association (ANA, 2010). As a result of this designation, the need for educational programs offered by academic institutions and founded in forensic nursing science and practice was created and is growing rapidly. The proposed MSN-FN will be the first forensic nursing program offered by an academic institution in the State of Michigan and one of few in the nation. The purpose of the proposed program is to educate nurses in the specialty of forensic nursing. This education is not generally available in undergraduate or graduate nursing education. The education provided in this program will also prepare graduates for certification as a forensic nurse (FN). The MSN-FN will be guided by four foundational concepts: (1) a foundation in and application of nursing science knowledge and principles, (2) a foundation in and application of forensic science knowledge and principles, (3) a generalist perspective on forensic nursing practice, and (4) interprofessional education of students. Objectives of the MSN-FN ensure that graduates will be prepared to: (1) engage in professional practice as a forensic nurse generalist with the ability to subspecialize in specific areas of forensic nursing; (2) provide advanced, specialized nursing assessment and care to individuals, families, populations, communities, and systems that have experienced violence or trauma while collaborating as a member of the multidisciplinary forensic team; and (3) contribute to the scientific knowledge of forensic nursing by utilizing, generating, disseminating best-evidence while practicing in a global healthcare environment.

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## **Proposal for Master of Science in Nursing- Forensic Nursing**

### **Introduction**

Forensic nursing is a specialty within the discipline of nursing that combines the concepts and principles of forensic science and nursing science (Lynch & Duvall, 2011). Forensic nurses (FN) work independently and collaboratively as members of a multidisciplinary, forensic team. This team includes members of health, social, government, and legal systems. As part of this team, FNs have historically focused on the prevention, identification, and management of intentional and unintentional injury, as well as the provision of direct services to individuals, families, communities, and systems that have experienced violence or trauma (Lynch & Duval). In this role, the FN cares for patients who are victims or suspects of sexual assault, interpersonal violence, child and elder maltreatment, death, or those involved in episodes of man-made catastrophe or natural disaster (ANA & International Association of Forensic Nurses [IAFN], 2009). FNs provide care in a variety of settings, including but not limited to hospitals, community and public health agencies, medical examiner's offices, law enforcement agencies, district attorney's offices, correctional centers, and government agencies (ANA & IAFN, 2009).

### **I. Rationale**

#### **A. Program Promotion of University Role and Mission**

The MSN-FN program is consistent with the OU mission in its "four essential ingredients for the direction of the university: excellent and relevant instruction; high-quality basic and applied research and scholarship; responsive and effective public and community service; and a comprehensive schedule of student development activities" (Oakland University, 2012).

#### **1. Instruction**

The MSN-FN program will offer a rigorous education related to forensic nursing with a foundation in both nursing and forensic science, and an emphasis on interprofessional education. The program will meet the educational needs of Michigan registered nurses (RNs) as it will be the first academic program related to forensic nursing in the state. Further, the program will contribute to the educational needs of RNs nationwide as it will be one of few programs in the country.

The MSN-FN program seeks to remain current in its educational offerings by having nursing faculty who are certified specialists and practicing FNs involved in program instruction.

Instruction will be delivered by a multitude of strategies including: laboratory instruction, clinical work, community projects, and interaction with peers, colleagues, and experts in the field of forensics. Quality forensic nursing practice requires collaboration with a multidisciplinary forensic team (Lynch & Duvall, 2011). To ensure that quality education is provided, instruction will be supplemented by interprofessional colleagues who are experts in various multidisciplinary areas within forensic practice, i.e. criminal justice, social work, health sciences, and medicine.

## **2. Research and Scholarship**

The MSN-FN program will emphasize instruction based on the foundation, trends, and future of forensic nursing science and practice. As a rapidly developing specialty, it will be a critical component of the program for its students, graduates, faculty, and partners to recognize the importance of and engagement in the utilization, generation, and dissemination of best-evidence in forensic nursing education and practice. Research and scholarship will be enhanced by the program emphasis that all MSN-FN students be active in a FN committee/organization at the campus, local, regional, national, or global level. Students will further be required to maintain a professional portfolio that tracks and records their forensic nursing education and practice. Students will also engage in a forensic nursing graduate research project geared towards benefiting populations of interest. These projects may include partnerships with members of the multidisciplinary forensic team or students in other interprofessional disciplines. These projects will provide students, faculty, and community partners the opportunity to participate in scholarship and research which can then be disseminated via publication and presentation at the local, state, national, and global levels.

## **3. Public Service**

An important consideration within forensic nursing practice is the care and provision of services to vulnerable populations. Patients who have witnessed or experienced violence or trauma are some of the most vulnerable. The FN is a caregiver and advocate for these patients (ANA & IAFN, 2009). Students within the MSN-FN program will receive education regarding the delivery of professional forensic nursing care to individuals, families, populations, and systems within their community of interest. Students will have the opportunity to partner with the multidisciplinary forensic team while working with members of health, social, government, and legal systems. As mentioned previously, students will be expected to join and participate in community organizations as well as complete a graduate project that will benefit the community of interest.

The OU SON has formed relationships with several community agencies, including: Turning Point of Macomb County, HAVEN of Oakland County, Wayne County SAFE, the Macomb County Medical Examiner's Office, the Oakland County Sheriff's Department, the Michigan State Crime Lab, the Oakland Coordinating Council Against Domestic Violence, as well as several area healthcare organizations. The SON seeks to expand these relationships as the program moves forward through the exchange of professional and academic offerings, trainings, activities, and research opportunities.

#### **4. Student Development**

The MSN-FN program will contribute to the cognitive, psychomotor, affective, and professional development of its graduates as students will expand their nursing, scientific, and clinical skillset within FN practice. Students will learn to care for some of the most vulnerable and underserved patient populations via incorporation of scientific principles from nursing and forensic science and practice. Professional practice will be enhanced through student participation with a complex multidisciplinary forensic team that extends beyond common healthcare relationships and into other disciplines such as government, social, and law enforcement agencies. Students will also be encouraged to join forensically based professional organizations in order to engage in collaboration with other forensic professionals.

### **B. Program Need**

#### **1. Professional Need**

Forensic nursing was recognized as a nursing specialty in 1995 by the American Nurses Association (ANA & IAFN, 2009). Further, the IAFN recently became an organizational affiliate of the ANA (ANA, 2014a) demonstrating the increased recognition of forensic nursing as a specialty critical in the advancement of professional nursing practice. As a specialty that is growing and evolving rapidly, there remains an acute need for academic institutions that offer formal forensic nursing education programs.

At present, there are three ways for RNs in the State of Michigan to become educated as a FN. First, an RN may participate in a conference or seminar that offers training in one subspecialty of forensic nursing practice, e.g. Sexual Assault Nurse Examination, Death Investigation. While this approach to forensic nursing may allow RNs to receive continuing education units upon completion of the course, academic credit is rarely awarded and the education provided is limited to one subspecialty within forensic nursing practice.

Second, a RN may receive “on-the-job” FN training within the unit or department in which s/he works. This type of education/training is usually job-specific, once again preventing the FN from practicing in other settings or subspecialties within forensic nursing. In addition, this type of training may not meet the educational standards set forth by regulating agencies (ANA, IAFN, US Department of Justice) that provide the framework for FN education and practice. As a result, the lack of formal FN education prevents the nurse from practicing within the full role and scope of the FN or from becoming certified as a FN.

The final way for an RN in the State of Michigan to become educated as a FN presently is via education in an out-of-state academic institution. RNs can receive FN education via certificate

programs (undergraduate, post-baccalaureate, post-masters) or graduate degree nursing programs (Master of Science in Nursing [MSN], Doctorate of Nursing Practice [DNP]). These out-of-state programs, particularly the certificate programs, generally place greater emphasis on one forensic nursing subspecialty rather than on a comprehensive generalist view, thus limiting the breath of education provided.

The Committee on Identifying the Needs of Forensic Sciences Community, National Research Council, formed by the National Institute of Justice (2009) stated that forensic education needs to move beyond apprenticeship. The primary focus of forensic training should be in the delivery of formal education based on scientific knowledge, principles, and practice. Offering undergraduate education in FN in the form of a course elective may be an important consideration to provide nursing students with information on the evolving role and need of the FN as many are unaware of this specialty. Undergraduate education would serve to expand nursing knowledge; however, would in no way prepare an entry level nurse who has yet to practice to care for FN patients. A nurse interested in working as a FN must have prior clinical experience in basic patient care and assessment before moving on to specialty FN practice which requires nurses to have advanced knowledge in patient assessment, identifying patterns of injury, communication with patients who are victims of crime, and interaction with a multidisciplinary forensics team.

FN education at the graduate level is critical as MSN degrees provide graduates with the knowledge and skill needed to serve as leaders in health, education, and organizational systems (American Association of Colleges of Nursing [AACN], 2011). As emphasized in the Institute of Medicine's (IOM) 2011 *Report on Nursing*, "the education nurses receive must better prepare them to deliver patient-centered, equitable, safe, high-quality health care services. Additionally, they must engage with physicians and other health care professionals to deliver efficient and effective care and assume leadership roles in the redesign of the health care system" (p.xii). Both the IOM and AACN stress the need for the profession of nursing to be innovative and proactive in a society with rapidly developing healthcare needs by making sure our nurses have advanced education. The OU SON MSN-FN addresses this need. The MSN-FN program will add to the advancement of the discipline of nursing as well as contribute to the professional development, credibility, and evolving practice of forensic nursing. Graduates will be prepared to serve as nurse leaders in the development and provision of healthcare services to vulnerable populations. Further, graduates will be able to serve as educators. According to the AACN 2011-2012 Faculty Vacancy Survey, there were 1,781 vacant faculty positions in 603 Schools of Nursing. Of significance is that these schools reported that one of their most critical issues was recruiting/retaining faculty with appropriate specialty qualifications (Fang & Li, 2012). With an acute need for nursing faculty, and an even more critical need for appropriately educated and



trained nursing faculty in specialty areas, there will surely be a need for faculty with a MSN-FN who are able to educate future nurses, particularly in forensic nursing.

## 2. Community Need

In 2012 there were 14,827 murders reported in our nation, a 1.1% increase from 2011, for a rate of 4.7 murders for every 100,000 people (U.S. Department of Justice [DOJ], 2012). Also in 2012, 84,376 incidents of forcible rape occurred in the U.S. [DOJ]. Further, 1.3 million women report being victims of physical assault each year (National Coalition Against Domestic Violence, n.d.).

As identified in the Michigan Incident Crime Reporting (MICR) document, there were over 100,000 victims, suspects, and perpetrators of crime within the State of Michigan in 2011, of these, 95,024 were related to domestic violence (Michigan State Police [MSP], 2011). In addition, 3,290 reports of 1<sup>st</sup> degree criminal sexual conduct (CSC) were filed. Also in 2011, 615 murders were reported in Michigan, an 11% increase from the previous year, for a rate of 6.2 murders for every 100,000 persons- significantly higher than the national average (MICR).

**Reported Cases of Select Crimes in the State of Michigan by County (2011)**

County	CSC- 1 <sup>st</sup> degree	CSC- 3 <sup>rd</sup> degree	Domestic Violence	Murder
Livingston	23	12	736	2
Oakland	222	80	8,492	33
Macomb	191	43	7,255	12
Genesee	194	23	4,974	59
Wayne	554	196	27,217	345

(MSP, 2011)

FNs care for individuals, families, communities, and systems that have experienced violence or trauma. In criminal situations as described above, the FN role is vital as it is the FN who treats the patient and collects, documents, and manages physical evidence that may be used later in a criminal case (Lynch & Duvall, 2011). It is important to note that in almost 75% of sexual assault cases victims demonstrate no sign of physical injury as a result of the assault (MSP, 2011). The FN's role becomes even more important in situations such as these because despite the lack of obvious injury, other forms of "invisible" evidence may be present. The FN is educated on how to collect this evidence which could be crucial when attempting to prosecute a criminal case. FNs are in a unique position to address the needs of Michigan residents and vulnerable patients throughout the world who have witnessed and/or experienced violence or trauma. In order to meet this need, FNs must be

educated based on nationally accepted standards to ensure that quality, safe, nursing care is provided to this vulnerable patient population.

### **3. Workforce Need**

The need for FNs in the workforce is increasing. For example:

- a) Healthcare and law enforcement agencies in Michigan are recognizing the need for specially trained and formally educated FNs. Letters of support (Appendix H) have been provided from area agencies that would either hire program graduates or assist with program implementation.
- b) In January 2014, President Obama notable gave an address to the nation stating his commitment to reducing sexual assault in our country, particularly on college campuses. The president has created a task force to tackle these issues and formally stated his intention to work with the federal government to increase training of those individuals involved with assault victims to ensure better care and improved DNA testing (The White House Blog, 2014).
- c) In 2013, the state of Texas passed Senate Bill 1191 which requires all Texas hospitals to have a sexual assault nurse examiner (SANE) on staff at all times (Moore, 2013).
- d) In 2014, The National Defense Authorization Act (Boxer Amendment) was signed into law by President Obama and the U.S. Congress. This law requires that more nurses be trained as SANEs to ensure proper care of sexual assault patients in the military. The goal is to have SANEs available at every military treatment facility with patients receiving forensic services within 24 hour of the incident (American Academy of Nursing, 2013).
- e) In August 2014, the ANA put forth a request for nurses to apply to a Professional Issues Panel entitled "Workplace Violence and Incivility". This panel will guide development of resources to help address issues related to all forms of violence in the healthcare setting. In order to qualify for panel membership, applicants must have experience in providing patient care in settings that are at a high risk for violence such as emergency centers, psychiatric units, and correctional facilities (ANA, 2014b); all considered settings of care within forensic nursing practice.

### **C. Program Goal and Objectives**

#### **Program Goal**

The goal of the MSN-FN program is to prepare graduates to practice globally within the professional role of the FN. Graduates will demonstrate the ability to apply knowledge and principles foundational to forensic nursing practice while delivering quality care to patients who have experienced violence or trauma.

The purpose of the MSN-FN is to educate nurses in the specialty of forensic nursing. This education is not generally available in undergraduate or graduate nursing education. The education provided in this program will also prepare graduates for certification as a FN.

**SON Graduate Program Objectives**

Building on the foundation of the Bachelor of Science in Nursing (BSN), the MSN program will prepare the graduate student for advanced nursing practice. The MSN graduate will:

1. Integrate theories and research findings from nursing and the related sciences to translate evidence into practice.
2. Integrate professional practice standards and guidelines in the provision of nursing practice in the student's specialty area.
3. Demonstrate the foundational competencies necessary for successful completion of the certification examination in the student's specialty area.
4. Demonstrate foundational competencies necessary for continued study at the doctoral level

**MSN-FN Program Objectives**

The MSN-FN program objectives build upon the SON Graduate Program Objectives by further preparing its graduates to:

1. Engage in professional practice as a forensic nurse generalist or within a subspecialty of forensic nursing.
2. Provide advanced, specialized nursing care to individuals, families, populations, communities, and systems that have experienced violence or trauma while collaborating as a member of the multidisciplinary forensic team.
3. Contribute to the scientific knowledge of forensic nursing by utilizing, generating, and disseminating best-evidence while practicing in a global healthcare environment.

**D. Comparison to Similar Programs- State/Regional/National**

There are currently no Forensic Nursing programs offered within academic institutions in the state of Michigan. The table below outlines currently available MSN-FN programs offered by out-of-state universities. Information includes approximate university enrollment, program type, credit hours, cost/credit, reported FN program enrollment, and forensic specialty focus.

Institution	University Enrollment	Program Type	Credit hours	Cost per Credit	FN Program Enrollment	Specialty Courses/Focus
<b>Oakland University</b>	20,000	MSN-FN and Graduate Certificate-post-BSN	38	\$637.25	20 (cohort)	-Foundations of Forensic Nursing Science -Emergency Preparedness, Disaster Management, and Global/Societal Crimes -Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Maltreatment - Forensic Nurse Death Investigation -Advanced Forensic Nursing Interventions and Seminar
<b>Duquesne University-Pittsburg, PA</b>	10,000	MSN-FN and Graduate Certificate Post-MSN	37	\$1036	25 (cohort)	-Introduction to Forensic Nursing and Health -Advanced Practice Forensic Nursing -Theories of Violence -Forensic Science, the Legal System, and Civil Law -Trial Preparation and Criminal Law -Forensic Clinical -Research and Writing in Forensic Nursing -Students select one FN subspecialty to pursue in clinical

<b>Monmouth University-West Long Branch, NJ</b>	6,500	MSN-FN and Graduate Certificate-post-BSN	39	\$963	Not available (rolling)	-Issues in Forensic Nursing -Interpersonal Violence -Forensic Nursing Practicum -Forensic Nursing Seminar -SANE or DI course
<b>Xavier University-Cincinnati, OH</b>	6,700	MSN	36	\$600	Not available (rolling)	-Foundations of Forensic Nursing -Criminalistics -Psych/Social/Legal Aspects of Forensics -Interprofessional Collaboration
<b>Cleveland State University-Cleveland, OH</b>	17,300	MSN	37	\$530.95	14 (cohort)	-Intro to Population Health -Intro to FN Crisis Theory -Forensic Methodologies -Population Assessment -Population Interventions -The Legal System
<b>Fitchburg State University-Fitchburg, MA</b>	7,400	MSN-FN and Graduate Certificate Post-MSN	36	\$347	10-20 (rolling)	-Criminal Law: Substantive and Procedural -Forensic Science & Technology -Intro to FN -Scientific Foundations for FN Interventions -FN: Caring for Victims -FN: Caring for Perpetrators -Practicum in FN

The FN program proposed by the OU SON offers competitive tuition and program credit requirements compared with other FN programs. An advantage of the program at OU is that the proposed curriculum offers education from a comprehensive perspective on forensic nursing giving potential students a more well-rounded, quality education in the specialty. Duquesne University offers an MSN and post-master's certificate in FN and has an approximate annual program enrollment of 25 students. Comparably, OU has almost twice the overall university enrollment reported at Duquesne. Further, the proposed FN program at OU offers a Graduate Certificate at the post-baccalaureate level whereas the certificate at Duquesne is post-masters. Consequently, OU would attract a broader range of students, potentially increasing enrollment.

When comparing the program at OU and competing universities by location, Xavier and Cleveland State Universities are the closest offering FN education. Both programs only offer an MSN option, significantly limiting the prospective student pool. Nurses who are considering graduate education are often intimidated to return to the academic setting. Launching into a full graduate degree program may be daunting for a number of reasons including time commitment and financial constraints. A certificate may be a more palatable option for nurses looking to ease back into the academic setting. Having a certificate at the post-baccalaureate level allows these nurses that option. Successful completion of the certificate may then encourage those nurses to further their education by enrolling in the MSN program.

## **II. Academic Unit- Current Status**

### **A. Program Promotion of SON Goals**

#### **SON Mission**

The mission of Oakland University School of Nursing is to prepare transformational leaders committed to caring and using the best evidence in nursing practice, education, and research to optimize the health of the public in a diverse ever-changing global society.

#### **SON Vision**

The faculty and graduates of Oakland University School of Nursing will be recognized as transformational leaders, caring practitioners, and scholars who optimize the health and well-being of a diverse global society.

#### **MSN-FN Mission**

Consistent with the SON mission, the MSN-FN mission is to prepare transformational leaders with specialized education and training in forensic nursing who use best-evidence when caring for vulnerable populations affected by violence or trauma in a global society.

#### **MSN-FN Vision**

The vision of the MSN-FN program is to have faculty and graduates recognized as innovative leaders in forensic nursing science and practice while caring for vulnerable populations affected by violence or trauma in a global society.

### **B. Foundational Program Concepts**

#### **1. Foundation in and Application of Nursing Science Knowledge and Principles**

The MSN-FN program will have a foundation in nursing science through the use and application of nursing's critical thinking framework, the nursing process. The nursing process is used by all nurses to guide their clinical decision making (ANA, 2010). Further, the ANA and IAFN's *Scope and Standards of Practice: Forensic Nursing* will also be used to guide education as these concepts are foundational to FN practice. As the specialty of forensic nursing continues to develop, it is crucial that nursing science, via the nursing process and FN scope and standards, be used to guide FN education and practice.

#### **2. Foundation in and Application of Forensic Science Knowledge and Principles**

Current trends in forensic nursing education demonstrate a shift away from apprenticeship-style training towards the inclusion and application of forensic science knowledge and principles as the foundation for education (Lynch & Duval, 2011). The core of forensic nursing practice must have a scientific basis in order to be deemed credible by law enforcement and members of the judicial

system (Lynch & Duval). The MSN-FN program has been designed to build upon existing forensic science knowledge and principles to further the science of FN. Forensic nursing is a developing specialty in the discipline of nursing; therefore, formal education based on forensic science and theory is essential for the specialty's continued growth and development.

### **3. Generalist Perspective on Forensic Nursing Practice**

FNs are among the most diverse groups of clinicians in the nursing profession with respect to patient populations served, practice settings, and forensic and healthcare services provided. Yet all FNs share a body of knowledge related to the identification, assessment, and analysis of forensic patient data (ANA & IAFN, 2009). Of the academic, forensic nursing programs offered, many highlight a specific subspecialty within forensic nursing practice despite the fact that current trends in forensic nursing support development of formal education with a generalist scope of practice (Lynch & Duvall, 2011). An important feature of the MSN-FN is that the curriculum has been developed to emphasize all of the currently identified major subspecialties within forensic nursing practice. This comprehensive viewpoint will provide graduates with an education that prepares them to practice as a FN generalist or to sub-specialize in a specific area of forensic nursing if so desired. The SON was assisted in its curriculum development through consultation with several leading forensic nursing experts: Virginia Lynch, MSN, RN, FAAN, FAFS, International Consultant in Forensic Nursing Science, Fulbright Scholar to India, Punjabi University, Faculty at Beth-el College of Nursing and Health Science, University of Colorado; Jamie Ferrell, BSN, RN, CFN, SANE-A, Forensic Nursing Clinical Manager Memorial Herman Health System, Forensic Nursing Consultant, National Forensic Nursing Institute; Carey Goryl, MSW, CEO IAFN; and Renae Diegel, RN, BBL, SANE-A, CMI-III, D-ABMDI, CFN, CFC, DABFN, DABFE, Forensic Nurse Consultant, Legal Nurse Consultant, Medical Death Investigator.

### **4. Interprofessional Education of Students**

FNs are independent practitioners and collaborators within a multidisciplinary forensic team (ANA & IAFN, 2009). As such, the MSN-FN program will educate students regarding the importance and roles of these interdisciplinary partners through the use of interprofessional experts to collaborate on lectures and clinical experiences throughout the program. Interprofessional collaborators will include experts in medicine, social work, criminal justice, public health, community engagement, and the judicial system.

### **C. Support by Existing Staff**

The MSN-FN program received overwhelming support from SON faculty. Faculty Assembly minutes from April 24<sup>th</sup> reflect that the proposal passed with all faculty voting in favor of the program minus one abstention. Nine out of 11 senior faculty were present for this vote.

The MSN is a degree that is already offered by the SON. This proposal seeks to add a Forensic Nursing track to the existing MSN program. The Graduate Nursing and Direct Care Core courses required in the MSN-FN are courses that are already offered by the SON and will be shared with other MSN program tracks (Nurse Practitioner [NP] and Nurse Anesthesia [NA]). As a result, many well-qualified faculty currently teach these courses and can lend support to the MSN-FN program.

The Functional Area Content courses, which comprise 18 credits, are new courses that are specific to the FN track. Three full-time faculty will assume primary responsibility for these courses (see table below). Faculty teaching these courses will continue to teach their required workload as identified in the SON workload policy with a portion allocated to the FN program.

<b>Faculty Names</b>	<b>Rank</b>	<b>Specialty Content</b>
Dr. Karen Dunn	Associate Professor	Director of Graduate Programs in SON-Administrative Support
Dr. Kelly Berishaj	Special Instructor	Sexual Assault, Death Investigation, Violence and Neglect, FN Foundations & Assessment
Dr. Margaret Glembocki	Assistant Professor	Sexual Assault, Violence and Neglect, Legal Nurse Consulting, FN Foundations & Assessment
Kimberly Holka (DNPc)	Adjunct Faculty	Emergency Preparedness, Disaster Relief, Public Health and Community Nursing

#### **D. Faculty Qualifications**

The MSN-FN is a clinically-focused program. As outlined by the ANA and IAFN Education Guidelines, faculty must be specially trained and certified as well as currently practicing in a FN role in order to deliver FN course content. The faculty stated above meet this requirement. In the SON, it is common that full-time, clinically-focused faculty are hired into the positions of Special Instructor or Full-time Adjunct Faculty.

Karen Dunn is an Associate Professor and Director of Graduate Programs in the SON. Dr. Dunn will provide administrative oversight and support to faculty teaching in the MSN-FN program.

Kelly Berishaj is a Special Instructor in the SON and is the proposed coordinator for the MSN-FN program. Dr. Berishaj has been faculty in the SON since 2007 teaching in a full-time capacity since 2010. Dr. Berishaj holds certification as a Clinical Nurse Specialist in Adult Health, is a Certified Forensic Nurse (CFN), and is certified as a Sexual Assault Nurse Examiner in the adult/adolescent population (SANE-A). She has also received education and training in Death Investigation. Dr. Berishaj currently practices as a Forensic Nurse Examiner for HAVEN of

Oakland County, helped start the Violence Prevention Task Force at OU, and is an active member in several national, regional, and local forensic nursing organizations and committees.

Margaret Glembocki is an Assistant Professor in the SON. Dr. Glembocki has taught full-time in the SON since 2010 and is currently pursuing tenure. She is a Certified Critical Care Nurse Practitioner and is pending certification as a CFN and SANE-A. Dr. Glembocki also practices as a Forensic Nurse Examiner for HAVEN, works on the Violence Prevention Task Force, and is involved in numerous FN organizations and committees.

Kimberly Holka is Full-Time Adjunct Faculty and has taught in the SON since 2006. She will complete her DNP in Summer 2015 and is certified as an Advanced Public Health Nurse. Ms. Holka has collaborated with local, regional, and national organizations to promote Emergency and Disaster Preparedness opportunities for the community and is an active member of the Macomb County Health Department Medical Reserve Corps. She has strong relationships with the Federal Emergency Management Agency and the American Red Cross.

See Appendix A for abbreviated curriculum vitae for faculty projected to teach in Functional Area Content courses within MSN-FN program.

#### **E. Impact on Resources**

Students enrolled in the MSN-FN program will be required to take the same Graduate Nursing Core as students within other SON MSN program tracks based on *The Essentials of Master's Education in Nursing* by the American Association of Colleges of Nursing (2011). Students in all MSN program tracks will take these Graduate Core Courses together as shared courses. With all graduate programs going to annual admissions in the Fall semester, capped enrollment in other MSN tracks, and suspended admissions to the MSN-Ed track, sufficient room is available for the projected 10 MSN-FN students to enroll in currently offered MSN Graduate Core Courses. Also as a result of changes in SON graduate admission, current services from academic advising and administrative assistance are sufficient to support the FN program.

### **III. Program Plan**

#### **A. Program Application Requirements**

The MSN-FN program plans to admit students annually in the fall as a cohort. Before an applicant's file can be reviewed for full program admission, all application documents must be received in Graduate Study and Lifelong Learning by the semester deadline of July 15<sup>th</sup>. To be considered for graduate admission, applicants must submit all Graduate Application Requirements and additional department requirements by the published application deadlines.



1. **Graduate Application Requirements**

2. **Additional Department Application Requirements**

- **School of Nursing Supplemental Application**

- Applicants for admission to the Master of Science in Nursing program, Forensic Nursing track, must have completed a Bachelor of Science in Nursing degree with an overall undergraduate cumulative grade point average of 3.0 or above from an institution accredited by the National League for Nursing or the Commission on Collegiate Nursing Education.
- Official Graduate Record Examination (GRE) results for those applicants whose overall undergraduate cumulative grade point average is less than 3.2. If GRE results are not available, the applicant may be admitted under **Special Graduate Classification** pending test scores.
- Proof of a current, unrestricted RN license in the United States or its territories.
- Proof of at least one (1) year of recent clinical experience as a practicing RN. Recent clinical experience is required as students must have foundational knowledge regarding patient care and assessment in order to build upon during specialty education.
- Proof of completion of an independent, undergraduate, physical assessment course or equivalent.
- Two (2) Recommendation for Graduate Admission Forms must be completed by healthcare professionals (prefer recommendations from nurses in forensic nursing, leadership, education) who can attest to the applicant's nursing skills and/or abilities.
- Professional goal statement of 500 to 1,000 words. The statement should focus on the applicant's career goals after program completion, how recent clinical experience has prepared him/her for forensic nursing practice, the type of forensic nursing practice that will be pursued post-graduation, as well as plans for professional development in the specialty of forensic nursing. The goal statement will be evaluated on content and appropriate use of grammar, style, spelling, and rhetoric.
- Qualified applicants will be selected for an individual interview with School of Nursing faculty. The interview will be scheduled after all application materials have been submitted.

### **Admission Review and Assessment**

Admission to graduate study at OU is selective. In making admission recommendations to Graduate Study, the department will assess potential for applicant success in the program by examining their undergraduate records, goal statement, letters of recommendation, and any other admission requirements established by the academic department.

**B. Degree Requirements**

<b>Foundation Courses- Graduate Nursing Core</b>					
<b>Course</b>	<b>Title</b>	<b>Credits</b>	<b>Pre/Co-requisites</b>	<b>New (x)</b>	<b>% Distance</b>
NRS 500	Theoretical Foundations of Advanced Nursing Practice	3		No	100%
NRS 521	Diversity and Social Issues	2		No	100%
NRS 531	Research Topics in Advanced Nursing Practice	4		No	100%
NRS 610	Health Policy and Finance	3		No	100%
NRS 643	Interprofessional Role Development, Leadership, and Ethics in Advanced Nursing Practice	3		No	100%
NRS 687	Graduate Research Project	1		No	<50%
Subtotal		16			
<b>Core Courses- Direct Care Core</b>					
<b>Course</b>	<b>Title</b>	<b>Credits</b>	<b>Pre/Co-requisites</b>	<b>New (x)</b>	<b>% Distance</b>
NRS 613	Advanced Health Assessment	4		No	<50%
Subtotal		4			
<b>Concentration- Functional Area Content</b>					
<b>Course</b>	<b>Title</b>	<b>Credits</b>	<b>Pre/Co-requisites</b>	<b>New (x)</b>	<b>% Distance</b>
NRS XX1	Foundations of Forensic Nursing Science	3		Yes	<50%
NRS XX2	Emergency Preparedness, Disaster Management, and Global/Societal Crimes	2	NRS XX1, NRS XX3	Yes	<50%
NRS XX3	Emergency Preparedness, Disaster Management, and Global/Societal Crimes Clinical	1	NRS XX1, NRS XX2	Yes	<50%
NRS XX4	Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment	4	NRS XX1, NRS XX2, NRS XX3, NRS XX5	Yes	<50%
NRS XX5	Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment Clinical	2	NRS XX1, NRS XX2, NRS XX3, NRS XX4	Yes	<50%
NRS XX6	Forensic Nurse Death Investigation	2	NRS XX1, NRS XX2, NRS XX3, NRS XX4, NRS XX5, NRS XX7	Yes	<50%
NRS XX7	Forensic Nurse Death Investigation Clinical	1	NRS XX1, NRS XX2, NRS XX3, NRS XX4, NRS XX5, NRS XX6	Yes	<50%
NRS XX8	Advanced Forensic Nursing Seminar	1	All other Functional Area Content courses must be completed, co-req NRS XX9	Yes	<50%

NRS XX9	Advanced Forensic Nursing Interventions Clinical	2	All other Functional Area Content courses must be completed, co-req NRS XX8	Yes	<50%
Subtotal		18			
Program Total		38 Credit hours			

### Graduation Requirements

MSN-FN students must complete the required coursework outlined in the MSN-FN program curriculum. As part of the curriculum, students are expected to complete the NRS 687 in one semester. If not completed in one semester, the student must register for additional credits of NRS 687 until the project is completed. To receive a final course grade for NRS 687, students must submit their completed project to their Faculty Adviser for signed approval and an electronic copy should be sent to the SON Director's Assistant. The final signed approved project must be submitted to the faculty adviser and the Director's Assistant by no later than the last day of classes of the semester in which the student completes the project. This graduate requirement is consistent with other MSN programs in the SON.

## C. Curriculum Overview

### 1. Course Sequencing

Each graduate student is provided a unique Plan of Study (POS). The POS reflects the order in which courses should be completed to maximize a student's potential for successful completion of the MSN-FN. The POS is the student's contract with the SON. Students are admitted into a cohort annually in fall. Students should consult their Program Director for any emergencies that require a change in the POS.

#### Full-Time Plan of Study

Full-Time Plan of Study		
Fall I	Winter I	Summer I
NRS 500 (3) Theoretical Foundations of Advanced Nursing Practice	NRS 531 (4) Research Topics in Advanced Nursing Practice	
NRS 521 (2) Diversity and Social Issues		
NRS 643 (3) Interprofessional Role Development, Leadership, and Ethics in Advanced Nursing Practice	NRS 613 (4) Advanced Health Assessment	
Fall II	Winter II	Summer II
	NRS 610 (3) Health Policy and Finance	NRS XX6 (2) Forensic Nurse Death Investigation
NRS XX1 (3) Foundations of Forensic Nursing Science	NRS XX4 (4) Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment	NRS XX7 (1) Forensic Nurse Death Investigation Clinical

NRS XX2 (2) Emergency Preparedness, Disaster Management, and Global/Societal Crimes	NRS XX5 (2) Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment Clinical	
NRS XX3 (1) Emergency Preparedness, Disaster Management, and Global/Societal Crimes Clinical		
<b>Fall III</b>	<b>Winter III</b>	<b>Summer III</b>
NRS 687 (1) Graduate Project		
NRS XX8 (1) Advanced Forensic Nursing Seminar		
NRS XX9 (2) Advanced Forensic Nursing Interventions Clinical		

## 2. Course Descriptions for New Courses

All courses within the Functional Area Content are new, specialty courses and are required for the MSN-FN. These courses were developed using the ANA and IAFN Scope and Standards of Practice as well as the educational guidelines developed for subspecialties in FN science (death investigation, sexual assault, etc.). See Appendix D for course descriptions for new courses.

## 3. Clinical Courses

Clinical courses will provide students with a variety of experiences and build upon the theoretical content received in the complementary didactic course. In the SON, 1 credit hour of clinical equates to 5 hours/week or 70 hours/semester of clinical time. Clinical experiences will be determined by the program coordinator and course faculty. Clinicals may be completed in small groups or individually and will be completed at agencies identified as community partners.

FN clinicals are offered via observation and precepted clinical experiences. Observational experiences are those in which the student is simply viewing the activity- these are generally experiences that do not entail direct patient care. Observational experiences in the MSN-FN may include a law enforcement ride-along (Oakland County Sheriff, New Baltimore Police), observation of court room proceedings (Oakland County Circuit Court), a tour of the Michigan State Crime lab, or autopsy observation (Medical Examiner's Offices).

Precepted clinical experiences are those in which the student works one-on-one with a physician, advanced practice RN, or forensic nurse during the delivery of direct patient care. Precepted clinical experiences will be offered in NRS XX9. An example of precepted clinical experiences is participation in direct patient care at FN facilities (HAVEN, WC SAFE, or Turning Point).

Clinical experiences will be part of the MSN-FN program; however, the assigned activities will depend upon availability of community resources from semester to semester. Students will be notified of required experiences during the program information session, the admission interview, at orientation, and also within the related course syllabi.

#### **D. Certification**

Licensure and certification are important in nursing practice. When a student graduates from an accredited undergraduate nursing program, the student becomes eligible to sit for the NCLEX-RN examination. Students who successfully pass this exam are granted licensure and given the designation- registered nurse (RN). State licensure is the *mandatory*, minimum requirement for practice as a nurse in the United States.

After receiving licensure, RNs may choose to pursue certification in a specialty within nursing practice, such as forensic nursing. It is important to note that FN certification is currently a *voluntary* process and is not required for entry into practice as a FN. Certification is; however, an important component of professional practice and will be encouraged in program graduates.

Certification in a nursing specialty signifies that the nurse has demonstrated advanced knowledge and experience within their practice specialty (American Association of Critical Care Nurses [AACN], 2013). In order to become certified, the nurse must demonstrate competence in the specialty by completing a number of clinical practice hours and continuing education (CE) hours in the area of interest. The nurse must then successfully pass the certification exam in the specialty where he/she has demonstrated competence.

Upon successful completion of the MSN-FN program, students will be eligible to sit for the Certified Forensic Nurse (CFN) exam offered by the American College of Forensic Examiners Institute (ACFEI). Graduates may also be eligible to obtain certification as a Sexual Assault Nurse Examiner- Adult/Adolescent (SANE-A) through the Forensic Nursing Certification Board (FNCB) and as an Advanced Forensic Nurse- Board Certified (AFN-BC) through the American Nurses Credentialing Center (ANCC) if they meet the required practice hours as a FN.

Requirements for CFN certification are: 1) current, unrestricted RN license; 2) minimum of three years of RN experience; 3) ACFEI member; 4) two professional references; 5) submission of a curriculum vitae/resume and all degrees, diplomas, certificates, and licenses; and 6) provision of a clinical validation form signed by a supervisor, preceptor, or FN colleague verifying candidate completed didactic coursework and supervised clinical preceptorship in an area of FN practice (ACFEI, 2013). There is not a specified number of clinical hours required to seek CFN

certification, instead clinical competence is the standard and is determined by the supervisor, preceptor, or FN colleague evaluating the applicant. The MSN-FN program will provide graduates with the specified didactic coursework as well as a minimum of 140 hours of precepted clinical time. Students that successfully complete the precepted clinical and are deemed clinically competent will be eligible for CFN certification upon program completion.

Requirements for SANE-A certification include: 1) unrestricted RN license; 2) minimum of two years of RN practice; 3) successful completion of adult/adolescent SANE education (must provide nursing CEUs or academic credit from an accredited educational institution and a minimum of 40 hours of course work that follows that IAFN *Sexual Assault Nurse Examiner Education Guidelines*); 4) successful completion of SANE preceptorship; and 5) completed minimum of 300 hours of clinical practice/instruction as SANE (IAFN, 2014). The MSN-FN program provides course content that follows the IAFN SANE Education Guidelines with a minimum of 40 hours of didactic coursework. The program also provides students with a minimum of 140 hours of precepted clinical time that will meet requirement #4. Because of the vulnerability of this patient population, an additional 300 hours of practice hours as a SANE must be completed prior to seeking SANE-A certification. Graduates that have previous practice as a SANE and have accrued the required 300 practice hours will be eligible to apply for SANE-A certification upon program completion.

AFN-BC certification is granted through a portfolio process by the ANCC. The FN must have: 1) a current RN license; 2) two years of full-time practice as RN; 3) a graduate degree in nursing; 4) completed a minimum of 2,000 practice hours in forensic nursing within last three years; 5) minimum of 30 CEUs in forensic nursing in last three years; and 6) fulfilled two additional professional development categories: academic credit, presentations, publication or research, preceptor, or professional service (ANA, 2013). The MSN-FN program will provide its graduates with many of the AFN-BC requirements, including: 1) a graduate degree in nursing; 2) CEUs in forensic nursing; and 3) professional development. Similar to SANE-A certification, graduates that have previous practice as a FN and have accrued the required 2,000 practice hours will be eligible to apply for AFN-BC certification upon program completion.

The need for demonstration of competence through the accrual of clinical practice hours outside the confines of an academic institution and prior to certification is not unique FN and may be required of program graduates. Most nursing specialties in which there is a certification exam require the nurse to complete a predetermined number of hours in the clinical area of interest in addition to obtaining CEUs (ANA, 2013).

**E. Academic Progress – Probation – Dismissal****Progress**

Once admitted to the SON, graduate nursing students are required to maintain a minimum grade of 3.0 or higher in each course or a grade of satisfactory (S) in courses graded satisfactory/unsatisfactory progress. SON graduate students who do not meet these standards will be placed on probation with conditions imposed for retention in the program or they may be dismissed from the program.

**Probation**

An OU SON graduate student will be placed on probation if the student receives one (1) nursing course grade below 3.0 or a grade of unsatisfactory (U). Upon written receipt of notification of placement on probation, the student will also be notified of the conditions necessary for him/her to continue in the graduate nursing program by the Associate Dean with a copy of the notice placed in the department student file and the Graduate Study student file. At minimum, the conditions of probation will include that the student must repeat the same OU SON course in which a grade less than 3.0 or unsatisfactory was received. An independent study course or a competency exam cannot be used as a substitute for a failed course. The student must also develop a written plan for success in meeting the conditions of probation and a copy will be placed in the department student file.

**Dismissal**

A graduate student will be dismissed from the SON if he/she: 1) receives two graduate nursing course grades below 3.0 and/or unsatisfactory (these two unsuccessful grades may occur as a result of failing the same course twice or if an unsuccessful grade is received in two different courses); 2) fails to fulfill the conditions of probation; or 3) exhibits unsafe, unethical or unprofessional behavior in any academic or clinical setting.

**Leave of Absence**

Students may maintain on-leave status in the MSN-FN program for one semester. Students who are considering a Leave of Absence should seek immediate guidance from their adviser or Director. The request should be made in advance of the anticipated leave or as soon as possible after commencement of an emergency leave. Requests for Leave of Absence will not be granted retroactively. Students who are absent beyond the end of an approved Leave of Absence will be required to apply for readmission to the program.

A student granted a Leave of Absence will have his or her time-to-completion of degree extended by the amount of time granted in the leave of absence. Leave of Absence Request forms are

available through Graduate Study and Lifelong Learning. Return to the program is contingent upon availability of space in the program following return. The following requirements must be met by returning students: 1) indicate intention to return no later than three months prior to the requested return semester; 2) develop a revised Plan of Study with SON academic adviser prior to registering for nursing coursework; 3) comply with all SON policies and requirements currently in effect at the time of return.

#### **F. Academic Direction and Oversight for the Program**

Kelly Berishaj, DNP, RN, ACNS-BC, CFN, SANE-A, Special Instructor in the SON will be the coordinator of the MSN-FN program. Dr. Berishaj will spend approximately 20% of her time in this role. She will report directly to Karen Dunn, PhD, Director of Graduate Programs in the SON.

#### **G. Interdisciplinary Programs**

The MSN-FN program and all courses will be offered through the SON. Because forensics is an interprofessional specialty that requires expertise and collaboration between many disciplines, the SON has sought and received support from the Department of Sociology, Anthropology, Social Work and Criminal Justice, the School of Health Sciences, and the William Beaumont School of Medicine. Faculty from these disciplines have offered advice on curriculum and course content, as well as volunteered to guest lecture on content that relates to their area of expertise and is applicable to forensic nursing. There will also be opportunities for students to partner with faculty/students from the various departments/schools in the university during their clinical and course work. For example, investigation of a crime scene will be staged in the Death Investigation course. Students from disciplines within the multidisciplinary forensic team (nursing, medicine, criminal justice, social work) may participate in such an event to gain experience on how they will work together in the future as their professions may often overlap.

In addition to partnerships on campus, the MSN-FN program has the support of many local, state, and national organizations. These organizations will allow the program to have access to experts in the sub-specialties of forensic nursing (see table below).

<b>Organizational Partnerships and Contacts Established for Program Development and Support</b>		
<b>National</b>	<b>State and Local</b>	<b>Oakland University</b>
International Association of Forensic Nurses (IAFN)	Michigan chapter: IAFN	Department of Sociology, Anthropology, Social Work and Criminal Justice
Emergency Nurses Association (ENA)	Michigan chapter: ENA	School of Health Sciences
American Red Cross	Macomb Community College Emergency Training Center	Oakland University, William Beaumont School of Medicine



Federal Emergency Management Agency	Michigan State Police Forensic Science Division	Violence Prevention Task Force
Gift of Life	HAVEN of Oakland County	Graham Health Center
	Turning Point of Macomb County	Oakland University Police Department
	Wayne County SAFE	
	Oakland County Prosecutors' Office	
	Michigan State Crime Lab	
	Medical Examiner Offices <ul style="list-style-type: none"> <li>• Macomb County</li> <li>• Oakland County</li> <li>• Wayne County</li> </ul>	
	Oakland County Coordinating Council Against Domestic Violence	
	Macomb County Sheriff's Office	
	New Baltimore Police Department	

#### H. Accreditation

The OU SON MSN program is accredited by the Commission on Collegiate Nursing Education (CCNE) through 2022.

#### I. Program Description

The Oakland University School of Nursing 38-credit hour Master of Science in Nursing- Forensic Nursing (MSN-FN) program prepares graduates to practice professionally in the role of the forensic nurse through the application of knowledge and principles foundational to nursing science and forensic science. The MSN-FN emphasizes interprofessional education related to the diverse roles and responsibilities of the forensic nurse as an independent practitioner and collaborator within the multidisciplinary forensic team. Program curriculum focuses on application of the nursing process and best-evidence in the provision of specialized care to individuals, families, communities, populations, and systems that have experienced violence or trauma. Course content prepares nurses to practice globally as a forensic nurse generalist with the ability to sub-specialize in a specific area of forensic nursing if so desired.

#### J. Process for Program Change

Program changes will comply with OU published governance and follow the process of: 1) recommendation for change identified by faculty; 2) task force convened to work on change and complete course/program change documentation; 3) presentation of change to Graduate Council on Instruction in SON, vote on whether to support change; 4) presentation of change to SON at

faculty assembly, vote on whether to support and implement change; and 5) submitted, as applicable, to Graduate Council, Senate, and Board for approval.

#### **K. Source of Students**

Many FNs have traditionally obtained education via participation in subspecialty FN conferences or seminars. Those who attempt to achieve comprehensive FN education via this route must piecemeal together their education through attendance at numerous events. These events are often difficult to come by and may be costly. Sexual Assault Nurse Examiner training is around \$500; thus, it would cost the nurse \$1,000 to receive both pediatric and adult/adolescent training. Death investigation training is not readily available in Michigan. The most established program is in St. Louis. Attendance at this weeklong conference including flight (\$330), hotel (\$700), conference attendance (\$825), and meals (\$250) is approximately \$2,100. The cost of receiving education in two subspecialty FN areas is over \$3000 and nowhere covers a comprehensive perspective on the specialty.

The MSN-FN at OU is designed to provide nurses with comprehensive FN education and is appropriate for RNs who currently possess a BSN and have at least one (1) year of recent clinical experience as a practicing nurse. RNs that meet these requirements and are interested in expanding their nursing expertise through education as a FN would be a major source of student enrollment for the program. As this is one of few programs in the country, the source of students will be locally, regionally, and nationally.

Currently practicing FNs may also find the MSN-FN appealing. First, it would provide these nurses with an academic degree upon completion of the program lending credibility to their FN practice. Second, the program would provide the FN with extensive education as a FN generalist, expanding upon their previously received subspecialty training, allowing them to practice in other areas within FN practice. Finally, it would provide these nurses with the required curriculum necessary to pursue professional certification as a FN.

Because the MSN-FN is built upon a foundation in nursing science, this ensures that the nursing process, the discipline's clinical decision making framework, guides education of program graduates. As a result, an MSN-FN education may be appealing and beneficial to nurses in all levels and settings of care, including: staff nurses, advanced practice nurses (APRN), those in specialty practice, nurse educators, nursing management, and nursing administration. With the more recent trend of APRN (NP and NA) education moving towards doctoral preparation, a void in MSN programs may result as not all nurses are interested in pursuing APRN or doctoral level education. Nurses who are interested in working in education, administration, and leadership would benefit from an MSN-FN degree.

While the program is designed for nurses educated at the BSN level, the program may motivate RNs who currently hold their Associate Degree in Nursing (ADN) or Diploma in Nursing to obtain their BSN at OU in order to become eligible for the MSN-FN program. As a result, the SON may see an increase in enrollment in the RN to BSN completion program. As FN practice is clinically focused, graduates of the MSN-FN may also then be interested in pursuing their terminal clinical degree. Thus, enrollment in the post-MSN Doctorate of Nursing Practice (DNP) certificate may increase as well.

### **Program Interest**

The projected enrollment of 20 students annually is supported by a variety of measures demonstrating interest in the FN program at OU. This information demonstrates a ready pool of students for the program and several career options post-graduation.

- a) In February 2014, a survey was disseminated to nurses working within the community surrounding OU. Participants were surveyed regarding their interest in pursuing a MSN-FN or a Graduate Certificate in Forensic Nursing (GCFN). Administration and management were also asked if a MSN-FN or GCFN would positively impact the likelihood of hiring a nurse within their unit/organization. Out of 395 nurses surveyed, 197 would be interested in pursuing a MSN-FN; 230 would be interested in a GCFN; and out of 113 nurses who are in a position to hire, 62 stated that a FN education would have a positive impact on hiring.
- b) A survey was administered in April 2013 to current OU SON students at the undergraduate and graduate levels. Students were asked if they would consider pursuing FN education at OU. Out of 156 students surveyed, 76 responded: 44- yes, 13- no, and 19- maybe.
- c) A discussion on the possibility of a Forensic Nursing program was delivered to RNs participating in a SANE course in Macomb County in April 2013. All 25 RNs that participated in the course signed up to receive additional information about the Forensic Nursing program.
- d) Most recently, the SON began a listserv which is currently comprised of 40 nurses who have contacted the SON and specifically requested to be notified of program updates in the hopes of joining the first cohort of FN students at OU.
- e) Nurse Executives in our community of interest stated that an FN education from OU would increase the value placed on nurses seeking employment within their organization as identified in letters of support from the Vice President of Patient Care Services and Chief Nurse Officer at St. Joseph Mercy Oakland, the Senior Vice President and Chief Nurse Officer at Oakwood Hospital, the Manager of Nursing Development in the Oakwood Healthcare System, the Director of Talent Acquisition for Sparrow Health System, and various Program Directors at area Forensic Nurse Examiner organizations.

- f) Letters of support are provided by Virginia Lynch (founder of FN) and Jamie Ferrell (pediatric sexual assault expert). Both have recognized that the program proposed by OU SON will lead the way in FN education and practice. At the 2014 International Association of Forensic Nursing's (IAFN) annual conference, SON faculty met with Ms. Lynch who described how she is often asked for recommendations on where nurses should pursue FN education. Ms. Lynch stated that OU is the place that she would recommend for this education based on the proposed comprehensive FN curriculum. Ms. Lynch further discussed through her contacts in Saudi Arabia, that representatives are very interested in providing FN education to their nurses. She discussed the potential for OU to be the university to offer this education to a cohort of Saudi students.
- g) Also at the IAFN conference, SON faculty met with organization CEO, Carey Goryl, and were presented with an opportunity to sit on the planning committee for the FN Generalist Certification Exam. Further, the OU SON has the potential to serve as a clinical/laboratory site to compliment the IAFN's on-line SANE didactic course.

#### **L. Recruitment Plan**

Recruitment efforts will be coordinated by the SON Marketing and Communications Department. To market this graduate program, focus will be placed on areas where BSN prepared nurses receive professional information. This would include purchasing ads in professional magazines and journals as well as banner ads on relevant websites. Ads will be specifically purchased in magazines such as *Minority Nurse* to help market the program to minority groups. Advertisement on Google and Facebook using marketing strategies to reach our targeted audience will be employed. Sponsorships will be provided for local, regional, and national nursing organization meetings and conferences such as the Emergency Nurses Association, the International Association of Forensic Nursing Annual Conference, Sigma Theta Tau, the National Black Nurses' Association, the Hispanic American Nurses' Association, and National Nurses' Week events at area healthcare systems. Sponsorships will also be provided to organizations hosting events associated with FN practice such as Sexual Assault/Abuse, Domestic Violence, and Child/Elder Abuse. Press releases will be sent to all media outlets as well as to area healthcare agencies. A webpage will be developed for the program that provides information regarding application and program curriculum. Plans also include offering scholarship monies to students applying to the MSN-FN program with a portion of the funds allocated for disadvantaged students.

#### **M. Planned Program Enrollment**

The FN program projects to admit an initial cohort of 20 students (10 MSN-FN and 10 GCFN) and to maintain enrollment at 20 students in subsequent years. The projected enrollment of 20 students would be modest compared with the FN program at Duquesne University. This program

which is similar in infrastructure and national support but smaller in size (10,000 students/1,100 nursing) had an approximate enrollment of 25 students for Fall 2015. This number is also comparable to that of Cleveland State University which is similar in size to OU (17,278 total enrollment) but is limited in the fact that it only offers an MSN-FN option; no certificate. There are currently 14 students enrolled in the MSN-FN program.

The projected enrollment in the FN program is also comparable to that of other MSN tracks in the OU SON. Current and projected annual enrollment in the Fall semester is 40 students for the NP tracks (approximately 70% family and 30% adult-gero) and 20-23 students for the NA track. In regards to graduate admissions in the SON at OU, it is important to address a previous decline in graduate enrollment. When the SON began its Doctorate of Nursing Practice (DNP) program, it was the only degree of its kind in the area. During its inauguration, the SON received a grant that provided full scholarships and stipends to students enrolled in the program, increasing demand and enrollment exponentially. With the completion of the grant and the increase in competition from other universities now offering a DNP, enrollment in the OU SON program naturally declined.

Also a result of competing programs, there is currently limited availability of clinical placement sites for students enrolled in the NP and NA tracks, as such, enrollment is now capped at approximately 20-23 students for the NA track and approximately 40 students for the NP tracks. To maximize SON resources, all graduate programming has now transitioned to once a year admission in the Fall semester; thus enrollment in the Winter semester consequently decreased. Despite program caps, demand for graduate nursing education remains high with approximately 150-200 students who apply to the graduate programs in the OU SON each enrollment period. Further, the Bureau of Labor Statistics (BLS, 2014) estimates Advanced Practice Registered Nurse (APRN) employment to grow by 31% by 2022. A particular benefit of the FN program would be that it does not face the same enrollment cap as other OU SON MSN tracks as there is no direct competition for clinical placements; thus, the program track could increase admittance into the track to meet applicant demand.

The MSN-FN should not impact other graduate programming in the SON. While a clinically focused degree, the MSN-FN does not educate the student to practice as an APRN (NP or NA). Students interested in practicing as an APRN would enter into the currently offered MSN tracks of NA or NP whereas nurses interested in leadership, administration, education, or specialty clinical practice as a FN would be interested in the MSN-FN track.

**N. Advising of Students**

MSN-FN students will receive the same advising services as students in other SON MSN programs. Fully admitted students will receive a plan of study at the time of admission to the program and be assigned an academic and faculty adviser. The academic adviser will assist students with program planning, course scheduling, etc. Faculty advisers will assist students with concerns regarding program progression and/or career goals. Students who do not meet required standards for progression will have their academic progress reviewed by graduate program faculty and SON administration for dismissal from the program.

There is no anticipated increase in workload for academic advising services. The time spent in advising new MSN-FN students will be offset by the fact that all graduate programming has gone to once a year admission, the MSN program tracks are capped, and the MSN-Ed track has been recently suspended.

**O. Retention Plan**

Faculty will work closely with students and advising to assist with student success. Full-time and part time options are available to assist with flexibility.

**P. Career Opportunities for Graduates**

The average median income for RNs is \$65,470/year with a projected growth in RN employment of 19% by 2022; compared to 11% for all occupations (BLS, 2014). Because forensic nursing is considered to be a newer specialty, there is limited availability specifically on FN salary. According to *Healthcare Salaries* (2014), forensic nursing is projected to be the fastest growing nursing specialty between now and 2020. While BLS does not separate out FN salary from overall RN salary, *Monster.com* reports the median salary for FNs as \$39/hour, or \$81,800/year, with a range from \$50,000/year to \$140,000 annually (Nursing Link, 2014). *PayScale.com* places FN salary between \$42,574-\$112,441 annually and is dependent upon state of practice, education, and experience (DegreeDirectory.org, 2014). FNs who currently assume on-call responsibilities tend to earn an additional \$1-\$4 dollars/hour when on call (Healthcare Salaries, 2014). At HAVEN of Oakland County, FNs can make up to \$7/hour on-call for higher education levels, FN certification, and accepting call hours above the monthly requirement. FNs may also be paid per patient at a rate of \$100-\$400 per case (Healthcare Salaries, 2014).

In regards to post-graduate job placement, several area hospitals, sexual assault centers, law enforcement, and medical examiner's offices have expressed interest in hiring RNs who have completed the FN program at OU. See Appendix H for letters of support. There are currently several well-recognized roles and practice settings for the FN and include but are not limited to:

- Hospitals: forensic nurse generalist, emergency department, critical care, women's health, pediatrics, geriatrics, hospice, med-surg, mental health, case management, management, administration, education
- Sexual assault nurse examiner programs
- Medical examiner's office
- Psychiatric facilities
- Correctional facilities
- Legal Nurse Consultants
- Expert witness testimony
- Government agencies: emergency preparedness, disaster response, military affairs
- Public health organizations
- Community Health organizations
- Child and Elder maltreatment investigation
- Schools

It is important to note that many other RN roles have not been historically cited as a FN position but are now being redefined as having FN implications as national recognition grows regarding the importance of providing specialized care to patients who are victims of violence and/or trauma. Forensic nursing has roots in public health with a foundational component of assessment; as a result, all nurses have the potential to benefit from FN education. With a push for APRN programs to move to doctoral-prepared degrees, MSN degrees will become increasingly important for nurses who want to further their education but may not want to practice as an APRN. The need for the MSN degree will be crucial for nurses interested in working in education, leadership, management, and administration. The MSN-FN will fill this need.

#### **IV. Needs and Costs of the Program**

##### **A. New Resources Needed for the Program**

New resources for the program include associated costs to purchase materials and specialized equipment specific to FN practice for the nursing laboratory. See budget below.

##### **B. Source of New Resources**

The cost of new program resources will be supported by a \$25,000 gift given to the OU SON designated specifically for the forensic program.

##### **C. 5-Year Budget and Revenue from Program**

		Year 1	Year 2	Year 3	Year 4	Year 5
		2015-16	2016-17	2017-18	2018-19	2019-20
<b>Revenue Variables:</b>						
<b>Total Headcount</b>		<b>20</b>	<b>40</b>	<b>50</b>	<b>50</b>	<b>50</b>
Certificate Headcount		10	20	20	20	20
Masters Headcount		10	20	30	30	30
<b>Total Credit Hours</b>		<b>310</b>	<b>520</b>	<b>560</b>	<b>560</b>	<b>560</b>
Certificate Total Credit Hours		150	180	180	180	180
Masters Total Credit Hours		160	340	380	380	380
<b>Total FYES</b>		<b>12.92</b>	<b>21.67</b>	<b>23.33</b>	<b>23.33</b>	<b>23.33</b>
Certificate FYES		6.25	7.50	7.50	7.50	7.50
Masters FYES		6.67	14.17	15.83	15.83	15.83
<b>Total FTE</b>		<b>4.31</b>	<b>7.22</b>	<b>7.78</b>	<b>7.78</b>	<b>7.78</b>
Certificate FTE		2.08	2.50	2.50	2.50	2.50
Masters FTE		2.22	4.72	5.28	5.28	5.28
<b>Tuition Rate Per Credit Hour</b>						
Graduate Tuition Rate		\$ 637.25	\$ 637.25	\$ 637.25	\$ 637.25	\$ 637.25
<b>Income</b>						
Tuition		\$ 197,548	\$ 331,370	\$ 356,860	\$ 356,860	\$ 356,860
Gift		\$ 25,000	\$ -	\$ -	\$ -	\$ -
<b>Total Income</b>		<b>\$ 222,548</b>	<b>\$ 331,370</b>	<b>\$ 356,860</b>	<b>\$ 356,860</b>	<b>\$ 356,860</b>
<b>Expenses</b>	<b>ACCT</b>					
<i>Salaries/Wages</i>						
Faculty Salaries	6101	\$ 29,237	\$ 36,489	\$ 36,489	\$ 36,489	\$ 36,489
Administrative Professionals	6201	\$ -	\$ -	\$ -	\$ -	\$ -
Clerical Technical	6211	\$ -	\$ -	\$ -	\$ -	\$ -
Faculty Inload (Replacement Costs)	6301	\$ -	\$ -	\$ -	\$ -	\$ -
Faculty Coordinator	6301	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
Faculty Summer Pay	6301	\$ 8,881	\$ 8,881	\$ 8,881	\$ 8,881	\$ 8,881
Part-time Faculty	6301	\$ 8,800	\$ 8,800	\$ 8,800	\$ 8,800	\$ 8,800
Graduate Assistant	6311	\$ -	\$ -	\$ -	\$ -	\$ -
Student	6501	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Salary Expenses</b>		<b>\$ 51,918</b>	<b>\$ 59,170</b>	<b>\$ 59,170</b>	<b>\$ 59,170</b>	<b>\$ 59,170</b>
Fringe Benefits	6701	\$ 13,747	\$ 16,829	\$ 16,829	\$ 16,829	\$ 16,829
<b>Total Compensation Expenses</b>		<b>\$ 65,665</b>	<b>\$ 75,999</b>	<b>\$ 75,999</b>	<b>\$ 75,999</b>	<b>\$ 75,999</b>
<b>Operating Expenses</b>						
Supplies and Services	7101					
Supplies	7101	\$ 9,440	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Graduate Assistant Tuition	7101	\$ -	\$ -	\$ -	\$ -	\$ -
Ad/Marketing	7101	\$ 45,500	\$ 38,675	\$ 32,874	\$ 29,586	\$ 26,628
Honoraria - Guest Speakers	7101	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000
Office	7101	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Scholarship	7101	\$ -	\$ -	\$ -	\$ -	\$ -
Faculty Support	7101	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Repairs and Maintenance	7111	\$ 1,200	\$ 1,200	\$ 1,200	\$ 1,200	\$ 1,200
Travel	7201	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
Library	7401	\$ 2,600	\$ 1,540	\$ 1,605	\$ 1,680	\$ 1,760
Equipment	7501	\$ 15,560	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
<b>Total Operating Expenses</b>		<b>\$ 96,300</b>	<b>\$ 70,415</b>	<b>\$ 64,679</b>	<b>\$ 61,466</b>	<b>\$ 58,588</b>
<b>Total Expenses</b>		<b>\$ 161,965</b>	<b>\$ 146,414</b>	<b>\$ 140,678</b>	<b>\$ 137,465</b>	<b>\$ 134,587</b>
<b>Net Income/Loss</b>		<b>\$ 60,583</b>	<b>\$ 184,956</b>	<b>\$ 216,182</b>	<b>\$ 219,395</b>	<b>\$ 222,273</b>



**D. Explanation of Budget**

The budget reflects the combined MSN-FN and the Graduate Certificate in Forensic Nursing (GCFN) as both programs will share resources. The Graduate Nursing Core and Direct Care Core courses within the MSN-FN curriculum are pre-existing courses currently offered in the SON so there is no new cost associated with this portion of the program. Expenses will come from the Functional Area Content courses which comprise the 18 credits from the GCFN program. The table below represents how the two programs would run concurrently.

**MSN-FN and GCFN Program Grid**

<b>Fall I</b>	<b>Winter I</b>	<b>Summer I</b>
MSN 1 cohort begins GCFN 1 cohort begins	MSN 1 GCFN 1	GCFN 1
<b>Fall II</b>	<b>Winter II</b>	<b>Summer II</b>
MSN 1 MSN 2 cohort begins GCFN 1 cohort finishes GCFN 2 cohort begins	MSN 1 MSN 2 GCFN 2	MSN 1 GCFN 2
<b>Fall III</b>	<b>Winter III</b>	<b>Summer III</b>
MSN 1 cohort finishes MSN 2 MSN 3 cohort begins GCFN 2 cohort finishes GCFN 3 cohort begins	MSN 2 MSN 3 GCFN 3	MSN 2 GCFN 3

**Total Headcount**

Indicates the number of students projected to enroll in the Forensic Nursing program. The MSN-FN projects to admit 10 students and the GCFN projects to admit 10 students for a combined program admission of 20 students annually.

**Total Credit Hours**

The MSN-FN is a 38 credit hour degree. Based on a three year, full-time plan of study, students will take 16 credits year one, 18 credits year two, and 4 credits year three. The GCFN is an 18 credit certificate (Fall I- 6 credits, Winter I- 6 credits, Summer I- 3 credits, Fall II- 3 credits). Total program credit hours for the MSN-FN and GCFN combined are: year 1- 390 credits, year 2- 750 credits, year 3- 810 credits.

**Graduate Tuition Rate**

This current graduate tuition rate is \$637.25.

**Tuition**

This line reflects the projected revenue as a result of student tuition from the combined MSN-FN and GCFN using the current graduate tuition rate of \$637.25 and the number of credits based on projected student admissions: year 1- \$197,548; year 2-\$331,370, year 3-5- \$356,860.

**Gift**

This line indicates the \$25,000 gift donated to the OU SON, designated by the donor to support the Forensic Nursing program and will be used to purchase start-up equipment and supplies.

**Total Income**

This revenue line represents the tuition income plus gift donated to the OU SON for support of the Forensic Nursing program: year 1- \$222,548; year 2-\$331,370; year 3-5- \$356,860.

**EXPENSES****Faculty Salaries**

This line indicates expense associated with faculty teaching in the FN Functional Area Content courses. Three faculty will assume primary responsibility for teaching the 18 credits that comprise these courses. The table below represents credits per faculty.

Faculty	Year 1	Years 2-5
Berishaj	5	7
Glembocki	4	5
Holka	3	3

Year 1 this has been calculated to be \$29,237, years 2-5 \$36,489 (see the Actual Faculty Costs for FN Program document for calculations).

**Faculty Inload (Replacement Costs)**

There are no replacement costs associated with the FN program. Nine credits will need to be covered in the Fall semester and six credits in the Winter. There is sufficient faculty workload available in the SON to cover these course credits.

**Faculty Coordinator**

This expense line represents the pay for coordination of the Forensic Nursing program. Per the SON faculty contract, coordinators are used to oversee programing and receive a flat fee for their

services. This amount is \$5000/year. The proposed fee is consistent with other faculty who have held coordinator positions.

### **Faculty Summer Pay**

One three-credit Functional Area Content course will be required in the summer. Faculty in the SON sign a nine month teaching contract (Fall and Winter). This expense line represents the faculty member (Berishaj) that will be teaching 3 credits during the summer semester resulting in \$8,881 in summer pay calculated using the current faculty salary in the summer pay formula.

### **Part-Time Pay**

Part-time faculty are being requested in order to supplement teaching Functional Area Content courses. These faculty may provide lecture assistance and/or participate in clinical site supervision. One faculty in mind is an expert in FN and holds several credentials and certifications in the specialty. As a result, the part-time rate for doctorate faculty of \$1,100 per credit was used to calculate the pay ( $\$1,100 \times 8 \text{ credits} = \$8,800$  per year).

### **Fringe Benefits**

This expense line represents the cost of fringe benefits associated with the program calculated by the university fringe benefit composite rates. The faculty salary cost is 42.5% of \$36,489 (\$15,507.83), program coordinator is 8% of \$5000 (\$400), summer pay is 2.45% of \$8,881 (\$217.58), and part-time faculty cost is 8% of \$8,800 (\$704 ) totaling \$16,829.41.

## **OPERATING EXPENSES**

### **Supplies**

The cost for supplies to start the FN program has been calculated to be \$9,440. A portion of the \$25,000 gift will be used for these start-up costs. Thereafter, supplies such as gloves, swabs, and other non-reusable materials will need to be purchased annually. This has been calculated to be \$2,000 per year.

### **Ad/Marketing**

The proposed cost to advertise/market the FN program has been calculated as \$45,500 for the first year. The proposed budget will then taper in subsequent years to \$26,628 by year five. Because there are few FN programs in the country, this initial amount is warranted to help effectively market the FN program on a national level. An example of associated costs include: Web-based advertisement (Google, Facebook, professional websites) - \$25,000; Sponsorships for professional organizations-\$8,000; ads in journals and magazines- \$8,000; materials for

distribution- \$4,500. The NA program, which is a nationally ranked, has a budget of \$50,000 annually. The NP and undergraduate program share a budget of \$60,000.

**Honoraria- Guest Speakers**

A majority of guest speakers will be faculty at OU. Other speakers will be affiliated with partnering organizations, such as the SANE facilities, the medical examiner's office, or the Michigan State Crime Lab. These organizations are expected to engage in community education as part of their job responsibilities; thus there is no fee associated with these services. Fees for guest speaking may come once or twice annually if an expert in forensic nursing is sought out for a special speaking engagement. An amount of \$8000/year will be allotted for guest speakers.

**Office**

The cost for office supplies (pens, paper, copies) has been budgeted at \$2,000 annually.

**Faculty Support**

This line reflects the cost associated with obtaining and maintaining certification, as well as professional organization membership for faculty teaching in the MSN-FN program. This is budgeted at \$2,000 annually.

**Repairs and Maintenance**

The projected amount is \$1,200 per year. This will cover the cost for equipment warranties and repairs as a result of damage or wear and tear to cameras, mannequins, simulators, etc.

**Travel**

This portion of the budget will help support the cost for FN faculty travel expenses and attendance at professional conferences. This has been calculated to be \$10,000 annually. As stated throughout the proposal, this is the only FN program in the state and one of few in the country; as such, it is essential for faculty to travel to professional conferences locally, nationally, and internationally to assist with networking, marketing, and program development. One of importance is the International Association of Forensic Nurses' Annual Conference. The cost to attend the weeklong conference this year is itemized below as an example: Travel (airfare, taxi, parking, baggage) - \$712; Conference fee- \$500; Hotel- \$150 x 5 nights- \$750; Food- \$60/day x 5 days- \$300= \$2,262/attendee

**Library**

This operating expense line reflects an expense of \$1540-2600 annually as dictated by the library representative and detailed in the library report.

**Equipment**

This expense line reflects the equipment needed to support the FN program (colposcope, digital camera, simulators, mannequins). The \$25,000 gift will be used to help cover these initial expenses calculated to be \$15,560. A fund of \$5,000 annually has been allocated to cover the cost associated with purchasing additional, updated, or new forensic tools years 2-5.

**Break Even Analysis**

The break-even analysis depicts the number of credit hours/year and number of students required to have a positive bottom line (year 1: 230 credits/15 students; year 2: 200/13; year 3: 190/13; year 4: 190/13; year 5: 180/12). See the accompanying Break-Even Analysis document for complete statistics. If enrollment falls short of this projection, expenses could be decreased in areas such as travel, faculty support, or guest honoraria to supplement funds.

**E. Library**

A list of books and journal subscriptions has been communicated with the SON's librarian and a budget has been developed. See Appendix F for the Library Report.

**F. Classroom, Laboratory, Space Needs**

Current resources within the SON should be sufficient to provide appropriate classroom and laboratory space for the MSN-FN program. The Graduate Nursing Core courses are pre-existing courses in the SON and are offered mainly on-line. The Direct Care Core course is also a pre-existing course and is conducted in the SON Graduate laboratory. With the purchase of equipment specific to FN practice, the lab will meet the needs of the program.

Current plans are to conduct all MSN-FN courses on main campus or on-line. The MSN-FN program has developed relationships with several community and university partners. These partners have offered many different resources to support the program; however, the majority of resources that the program would use would come in the form of special guest lecturers or clinical opportunities and would come at no cost to the program. Guest speakers who do charge a fee are considered in the budget.

**V. Program Assessment Plan**

Student Outcomes Assessment is an ongoing evaluation of the MSN-FN's impact on student success using direct and indirect assessment methods. Results will be part of the SON's evaluation process and plan. Results of all assessment strategies will be compiled annually by the program coordinator and will be reviewed for recommended program change.

**Direct Assessment Methods:**

1. Rubric-based assessment using the SON approved Clinical Evaluation Tool during Advanced Forensic Nursing Interventions
2. Rubric-based assessment of all course work and assignments throughout program
3. Completion of a graduate research project (NRS 687) specific to FN practice under the direction of SON faculty.
4. Completion of professional portfolio that records and tracks student development and outcome achievement throughout the program (clinical hours, FN experiences, examples of scholarly works completed during the program, etc.).

**Indirect Assessment Methods:**

1. Program enrollment increases
  2. Graduation rate of students enrolled in program
  3. Student survey of all MSN-FN courses at the end of each semester to evaluate student perceptions of teaching effectiveness, course content, etc.
  4. Clinical preceptor survey at the completion of clinical courses to evaluate preceptor perceptions of student competence and preceptor satisfaction with their clinical experience.
  5. Alumni survey one year post-graduation. Survey will evaluate employment status in forensic nursing, FN certification status, plans for further schooling at doctoral level.
- See Appendix I for Alumni Survey.

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## APPENDIX A

## Abbreviated Faculty Vitae

<b>Faculty Name:</b> Kelly Berishaj	<b>Office:</b> 2019 Human Health Building	<b>Office Phone:</b> 248-364-8750
<b>Title:</b> Special Instructor		<b>Office Email:</b> Berishaj@oakland.edu
<b>School:</b> Nursing		

<b>Degrees – School – Year:</b>  DNP – Oakland University – 2013 MSN – University of Detroit Mercy – 2009 BSN – Madonna University – 2000  <b>Certifications:</b> Sexual Assault Nurse Examiner- Adult/Adolescent (SANE-A)- 2014 Certified Forensic Nurse- 2013 Adult Clinical Nurse Specialist- Board Certified (ACNS-BC)- 2009	<b>Research Interest:</b>  Forensic Nursing Science Quality Care
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<b>Grants Awarded:</b>  None
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<b>Most Recent Publications (limit to 6):</b>  None
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<b>Graduate Courses Taught (relevant to new program):</b>  None – all courses are new	<b>Prospective Graduate Courses (relevant to certificate)</b>  All course currently being developed
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<b>Training Related to Forensic Nursing:</b>  Pediatric Sexual Assault Nurse Examiner Training, September 2014 Medical Examiner Office Clinical- Cook County, IL- May, 2014 Medicolegal Death Investigation- Dearborn MI- April, 2014 International Association of Forensic Nurses Annual Conference- October, 2013 Mentors in Violence Prevention- October, 2013 Medicolegal Death Investigation- St. Louis University- September, 2013 Felony Strangulation, Prosecutors Association of Michigan – April, 2013 SAFEta Webinar: Caring for Survivors with Physical and Developmental Disabilities April, 2013 Sexual Assault Nurse Examiner, Turning Point – April 2013 Sexual Assault Nurse Examiner, University of Iowa – June 2012 Oakland County Coordinating Council Against Domestic Violence- 2013- Present Monthly Educational Meetings, HAVEN – 2013-Present
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<b>Faculty Name:</b> <b>Margaret M Glembocki</b>  <b>Title:</b> <b>Assistant Professor</b>  <b>School:</b> <b>Nursing</b>	<b>Office:</b> <b>3052 Human Health Building</b>	<b>Office Phone:</b> <b>248-364-8759</b>  <b>Office Email:</b> <u><b>mmglembo@oakland.edu</b></u>
<b>Degrees – School – Year:</b>  <b>DNP – Oakland University – 2009</b> <b>MSN – Wayne State University – 2003</b> <b>BSN – Madonna University – 1999</b> <b>ACNP-BC Acute Care 2003</b> <b>CSC Cardiac Surgery</b> <b>FAANP- Fellow of the American Association of- 2013</b>		<b>Research Interest:</b>  <b>Forensic Nursing Science</b> <b>Cardiac Disease / Critical Care</b> <b>Patient-Centered Care</b> <b>Quality / Outcomes</b>

<b>Grants Awarded:</b>  <b>None</b>
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<b>Most Recent Publications (limit to 6):</b>  <b>Glembocki, M. M. &amp; Fitzpatrick, J. J. (Eds.). (2013). <i>Advancing professional nursing practice: Relationship-based care and the ANA professional standards of practice</i>. Minneapolis, MN: Creative Healthcare Management.</b>  <b>Nair, D. M., Fitzpatrick, J. J. Claick, E. R., McNulty, R., &amp; Glembocki, M. M. (2011). Frequency of nurse-physician collaborative behaviors in an acute care hospital. <i>The Journal of Interprofessional Care</i>.</b>  <b>Glembocki, M. M., &amp; Dunn, K. S. (2010). Building an organizational culture of caring: caring perceptions enhanced with education. <i>The Journal of Continuing Education in Nursing</i>. 41(12), 565-570.</b>
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<b>Graduate Courses Taught (relevant to new certificate):</b>  <b>None- all courses are new</b>	<b>Prospective Graduate Courses (relevant):</b>  <b>All courses currently being developed</b>
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<b>Training Related to Forensic Nursing:</b>  <b>Medical Examiner Office Clinical- Cook County, IL- May, 2014</b> <b>Sexual Assault / Domestic Violence session, American Association of Nurse Practitioners – June 2013</b> <b>Tri-County Peer Review for S.A.N.E., Turning Point – May, 2013</b> <b>Felony Strangulation, Prosecutors Association of Michigan – April, 2013</b> <b>Sexual Assault Nurse Examiner, Turning Point – April 2013</b> <b>Monthly Educational Meetings, HAVEN – 2013-Present</b> <b>Sexual Assault Nurse Examiner, Turing Point – April, 2002</b>
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<b>Faculty Name:</b> Kimberly A. Holka	<b>Office:</b> 2021 Human Health Building	<b>Office Phone:</b> 248-364-8754
<b>Title:</b> Adjunct Faculty		<b>Office Email:</b> holka@oakland.edu
<b>School:</b> Nursing		

<b>Degrees – School – Year:</b>  DNPc- Case Western Reserve University MSN – Oakland University – 2011 MSA – Central Michigan University – 1992 BSN – Nazareth College – 1987 APHN-BC 2013 CNE 2012	<b>Research Interest:</b>  Community Health and Wellness Emergency Health Forensic Nursing Science Caring Science Nursing Administration
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<b>Grants Awarded:</b>  None
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<b>Most Recent Publications (limit to 6):</b>  None
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<b>Graduate Courses Taught (relevant to new certificate):</b>  None – all new courses	<b>Prospective Graduate Courses (relevant):</b>  All courses currently being developed
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<b>Training Related to Forensic Nursing:</b>  Pediatric Sexual Assault Nurse Examiner Training, September 2014 Medical Examiner Office Clinical- Cook County, IL- May, 2014 International Association of Forensic Nurses Annual Conference- October 2013 Tri-County Peer Review for Sexual Assault, Turning Point – May 2013 Association of Public Health Nursing Conference – June 2013 Felony Strangulation, Prosecutors Association of Michigan – April, 2013 Sexual Assault Nurse Examiner, Turning Point – April, 2013 American Red Cross Training Workshop – January, 2013 & March, 2013 Mock Emergency Preparedness , Macomb County – 2012 & 2013 Macomb County Reserve Corps Training Workshops – 2011 – Present
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## APPENDIX B

## Degree Requirements

Foundation Courses- Graduate Nursing Core					
Course	Title	Credits	Pre/Co-requisites	New (x)	% Distance
NRS 500	Theoretical Foundations of Advanced Nursing Practice	3		No	100%
NRS 521	Diversity and Social Issues	2		No	100%
NRS 531	Research Topics in Advanced Nursing Practice	4		No	100%
NRS 610	Health Policy and Finance	3		No	100%
NRS 643	Interprofessional Role Development, Leadership, and Ethics in Advanced Nursing Practice	3		No	100%
NRS 687	Graduate Research Project	1		No	<50%
Subtotal		16			
Required Courses					
Core Courses- Direct Care Core					
Course	Title	Credits	Pre/Co-requisites	New (x)	% Distance
NRS 613	Advanced Health Assessment	4		No	<50%
		4			
Concentration- Functional Area Content					
Course	Title	Credits	Pre/Co-requisites	New (x)	% Distance
NRS XX1	Foundations of Forensic Nursing Science	3		Yes	<50%
NRS XX2	Emergency Preparedness, Disaster Management, and Global/Societal Crimes	2	NRS XX1	Yes	<50%
NRS XX3	Emergency Preparedness, Disaster Management, and Global/Societal Crimes Clinical	1	NRS XX1, NRS XX2	Yes	<50%
NRS XX4	Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment	4	NRS XX1, NRS XX2, NRS XX3	Yes	<50%
NRS XX5	Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment Clinical	2	NRS XX1, NRS XX2, NRS XX3, NRS XX4	Yes	<50%
NRS XX6	Crime Scene and Death Investigation	2	NRS XX1, NRS XX2, NRS XX3, NRS XX4, NRS XX5	Yes	<50%

NRS XX7	Crime Scene and Death Investigation Clinical	1	NRS XX1, NRS XX2, NRS XX3, NRS XX4, NRS XX 5, NRS XX6	Yes	<50%
NRS XX8	Advanced Forensic Nursing Seminar	1	All other Functional Area Content courses must be completed	Yes	<50%
NRS XX9	Advanced Forensic Nursing Interventions Clinical	2	All other Functional Area Content courses must be completed	Yes	<50%
Subtotal		18			
Program Total		38 Credit hours			

## APPENDIX C

## Typical Student Full-Time Plan of Study

Full-Time Plan of Study		
Fall I	Winter I	Summer I
NRS 500 (3) Theoretical Foundations of Advanced Nursing Practice	NRS 531 (4) Research Topics in Advanced Nursing Practice	
NRS 521 (2) Diversity and Social Issues		
NRS 643 (3) Interprofessional Role Development, Leadership, and Ethics in Advanced Nursing Practice	NRS 613 (4) Advanced Health Assessment	
Fall II	Winter II	Summer II
	NRS 610 (3) Health Policy and Finance	NRS XX6 (2) Forensic Nurse and Death Investigation
NRS XX1 (3) Foundations of Forensic Nursing Science	NRS XX4 (4) Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment	NRS XX7 (1) Forensic Nurse Death Investigation Clinical
NRS XX2 (2) Emergency Preparedness, Disaster Management, and Global/Societal Crimes	NRS XX5 (2) Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment Clinical	
NRS XX3 (1) Emergency Preparedness, Disaster Management, and Global/Societal Crimes Clinical		
Fall III	Winter III	Summer III
NRS 687 (1) Graduate Project		
NRS XX8 (1) Advanced Forensic Nursing Seminar		
NRS XX9 (2) Advanced Forensic Nursing Interventions Clinical		

**APPENDIX D****New Course Descriptions****NRS XX1 – 3 credits Theory Fall II****Foundations of Forensic Nursing Science**

This course concentrates on the scientific underpinnings fundamental to professional forensic nursing practice. The evolution of the role, education, credentialing, and subspecialties within forensic nursing will be examined. Trends and issues in forensic nursing practice and research, as well as legal, ethical, and psychological considerations impacting the specialty will be explored. Course content will also focus on the role and function of the multidisciplinary, forensic, investigative, protective team.

**NRS XX2 2 credits Theory Fall II****Emergency Preparedness, Disaster Management, and Global/Societal Crimes**

This course focuses on the role of the forensic nurse in the prevention and management of trauma or violence in individuals, families, populations, and communities as a result of manmade or natural disasters and global or societal crimes. Participants will be educated as leaders and collaborators within a multidisciplinary team that implement best practice in all levels of disaster management, including: prevention, preparedness, response, and recovery at the global, federal, state, and local levels of government.

**NRS XX3 1 credit Clinical Fall II****Emergency Preparedness, Disaster Management, and Global/Societal Crimes Clinical**

Students will have the opportunity to participate in clinical experiences that facilitate acquisition of the forensic nurse role in the prevention and management of trauma or violence in individuals, families, populations, and communities as a result of manmade or natural disasters and global or societal crimes. Some experiences will be determined by faculty and scheduled in cooperation with affiliating agencies to assist with mastery of forensic nurse practice as it relates to manmade/natural disaster and global/societal crime. Other clinical experiences may be scheduled and completed independently by course participants.

**NRS XX4 4 credits Theory WII****Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment**

Course content provides foundational knowledge regarding the principles of incorporating a standardized body of scientific forensic nursing knowledge during the provision of comprehensive forensic nursing care to patients of sexual assault/abuse, interpersonal violence, and child/elder maltreatment. Content will emphasize the patient history, assessment, and treatment, as well as collection and management of evidence, documentation of findings, and legal testimony of the forensic nurse. The course further

explores relevant laws, regulations, and policies that impact care of patients experiencing violence and maltreatment.

**NRS XX5 2 credits Clinical WII****Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment Clinical**

Students will have the opportunity to participate in clinical experiences that facilitate acquisition of the forensic nurse role during the provision of comprehensive forensic nursing care to patients of sexual assault/abuse, interpersonal violence, and child/elder maltreatment. Some experiences will be determined by faculty and scheduled in cooperation with affiliating agencies to assist with mastery of forensic nurse practice as it relates to care of patients experiencing violence and maltreatment. Other clinical experiences may be scheduled and completed independently by course participants.

**NRS XX6 2 credits Theory SII****Forensic Nurse Death Investigation**

Course content provides foundational knowledge regarding the principles of incorporating a standardized body of scientific forensic nursing knowledge during death investigation by the forensic nurse. Students will learn to utilize the nursing process while managing aspects of death investigation including assessment of the decedent, to collection, management, and evaluation of forensic evidence. The importance, roles, and responsibilities of the forensic nurse death investigator (FNDI) and other members of the multidisciplinary forensic team will be explored as well as the impact of the criminal justice and death investigative systems on FNDI practice.

**NRS XX7 1 credit Clinical SII****Forensic Nurse Death Investigation Clinical**

Students will have the opportunity to participate in clinical experiences that facilitate acquisition of the forensic nurse role during death investigation. Some experiences will be determined by faculty and scheduled in cooperation with affiliating agencies to assist with mastery of FNDI practice. Other clinical experiences may be scheduled and completed independently by course participants.

**NRS XX8 1 credit Theory FIII****Advanced Forensic Nursing Seminar**

The seminar is a co-requisite to NRS XX9 and will provide students with the opportunity to interact with faculty, peers, and members of the forensic multidisciplinary team. Discussion will assist students with integrating key concepts and principles integral to FN practice.



**NRS XX9 2 credits Clinical FIII****Advanced Forensic Nursing Interventions Clinical**

Students will be provided the opportunity to demonstrate integration of forensic nursing science and practice during the delivery of direct patient care within a forensic nurse practice setting. Students that complete clinical hours within a concentrated forensic nursing subspecialty and demonstrate clinical competence in said area, may meet the mandatory requirements needed to pursue forensic nurse certification.

## APPENDIX E

		Year 1 2015-16	Year 2 2016-17	Year 3 2017-18	Year 4 2018-19	Year 5 2019-20
<b>Revenue Variables:</b>						
<b>Total Headcount</b>		<b>20</b>	<b>40</b>	<b>50</b>	<b>50</b>	<b>50</b>
Certificate Headcount		10	20	20	20	20
Masters Headcount		10	20	30	30	30
<b>Total Credit Hours</b>		<b>310</b>	<b>520</b>	<b>560</b>	<b>560</b>	<b>560</b>
Certificate Total Credit Hours		150	180	180	180	180
Masters Total Credit Hours		160	340	380	380	380
<b>Total FYES</b>		<b>12.92</b>	<b>21.67</b>	<b>23.33</b>	<b>23.33</b>	<b>23.33</b>
Certificate FYES		6.25	7.50	7.50	7.50	7.50
Masters FYES		6.67	14.17	15.83	15.83	15.83
<b>Total FTE</b>		<b>4.31</b>	<b>7.22</b>	<b>7.78</b>	<b>7.78</b>	<b>7.78</b>
Certificate FTE		2.08	2.50	2.50	2.50	2.50
Masters FTE		2.22	4.72	5.28	5.28	5.28
<b>Tuition Rate Per Credit Hour</b>						
Graduate Tuition Rate		\$ 637.25	\$ 637.25	\$ 637.25	\$ 637.25	\$ 637.25
<b>Income</b>						
Tuition		\$ 197,548	\$ 331,370	\$ 356,860	\$ 356,860	\$ 356,860
Gift		\$ 25,000	\$ -	\$ -	\$ -	\$ -
<b>Total Income</b>		<b>\$ 222,548</b>	<b>\$ 331,370</b>	<b>\$ 356,860</b>	<b>\$ 356,860</b>	<b>\$ 356,860</b>
<b>Expenses</b>	<b>ACCT</b>					
<i>Salaries/Wages</i>						
Faculty Salaries	6101	\$ 29,237	\$ 36,489	\$ 36,489	\$ 36,489	\$ 36,489
Administrative Professionals	6201	\$ -	\$ -	\$ -	\$ -	\$ -
Clerical Technical	6211	\$ -	\$ -	\$ -	\$ -	\$ -
Faculty Inload (Replacement Costs)	6301	\$ -	\$ -	\$ -	\$ -	\$ -
Faculty Coordinator	6301	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
Faculty Summer Pay	6301	\$ 8,881	\$ 8,881	\$ 8,881	\$ 8,881	\$ 8,881
Part-time Faculty	6301	\$ 8,800	\$ 8,800	\$ 8,800	\$ 8,800	\$ 8,800
Graduate Assistant	6311	\$ -	\$ -	\$ -	\$ -	\$ -
Student	6501	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Salary Expenses</b>		<b>\$ 51,918</b>	<b>\$ 59,170</b>	<b>\$ 59,170</b>	<b>\$ 59,170</b>	<b>\$ 59,170</b>
Fringe Benefits	6701	\$ 13,747	\$ 16,829	\$ 16,829	\$ 16,829	\$ 16,829
<b>Total Compensation Expenses</b>		<b>\$ 65,665</b>	<b>\$ 75,999</b>	<b>\$ 75,999</b>	<b>\$ 75,999</b>	<b>\$ 75,999</b>
<b>Operating Expenses</b>						
Supplies and Services	7101					
Supplies	7101	\$ 9,440	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Graduate Assistant Tuition	7101	\$ -	\$ -	\$ -	\$ -	\$ -
Ad/Marketing	7101	\$ 45,500	\$ 38,675	\$ 32,874	\$ 29,586	\$ 26,628
Honoraria - Guest Speakers	7101	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000
Office	7101	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Scholarship	7101	\$ -	\$ -	\$ -	\$ -	\$ -
Faculty Support	7101	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Repairs and Maintenance	7111	\$ 1,200	\$ 1,200	\$ 1,200	\$ 1,200	\$ 1,200

Travel	7201	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
Library	7401	\$ 2,600	\$ 1,540	\$ 1,605	\$ 1,680	\$ 1,760
Equipment	7501	\$ 15,560	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
<b>Total Operating Expenses</b>		<b>\$ 96,300</b>	<b>\$ 70,415</b>	<b>\$ 64,679</b>	<b>\$ 61,466</b>	<b>\$ 58,588</b>
<b>Total Expenses</b>		<b>\$ 161,965</b>	<b>\$ 146,414</b>	<b>\$ 140,678</b>	<b>\$ 137,465</b>	<b>\$ 134,587</b>
<b>Net Income/Loss</b>		<b>\$ 60,583</b>	<b>\$ 184,956</b>	<b>\$ 216,182</b>	<b>\$ 219,395</b>	<b>\$ 222,273</b>

## APPENDIX F



## LIBRARY BUDGET REPORT

**University Libraries**  
Rochester, Michigan 48309-4401

## MEMORANDUM

**To:** Kelly Berishaj, DNP, ACNS-BC, RN Visiting Instructor, Oakland University School of Nursing

**From:** Shawn V. Lombardo, Interim Associate Dean for Collections and Collections Support Services, OU Libraries  
Julia Rodriguez, Librarian Liaison to the School of Nursing

**Re:** Library collection evaluation for proposed graduate certificate in Forensic Nursing (GCFN)

**Date:** September 23, 2013

To conduct this library collection evaluation for the proposed graduate certificate in Forensic Nursing (GCFN), we reviewed the draft program proposal in relation to the University Libraries' current resources related to nursing. The new graduate certificate program establishes six new School of Nursing (SON) courses that will be held at Oakland's Anton Frankel Center location. Overall, the Libraries' current offerings are sufficient to address the teaching, research and learning needs of faculty and students in the new program, with a few exceptions. These needs are listed below and should be addressed. The following is our assessment of the library's ability to support the proposed program.

*Nursing Indexes*

The University Libraries subscribe to a number of important nursing and health sciences indexes that would support the GCFN program effectively; these include *CINAHL*, the *Cochrane Library* (which provides full-text access to evidence-based information), *Medline/PubMed*, *Health Reference Center Academic* and *Alt-Health Watch*, a database that covers alternative health topics. All of these resources provide access to at least some full-text journal content and also connect to the library's other electronic journal content through the "Get It" links included in the databases.

### *Nursing Journals*

The library subscribes to numerous nursing journals and professional magazines, almost all of which are available online to enhance off-campus access to the nursing literature. Of particular note is the Libraries' subscription to the Lippincott, Williams & Wilkins Total Access Collection, which includes more than 140 nursing-specific journals (including the *Journal of Forensic Nursing*) and over 330 health sciences and biomedicine journal titles. In addition, there are a number of important nursing titles included in the library's other major publisher journal packages, including ScienceDirect (709 nursing and health sciences journals from Elsevier), Wiley-Blackwell (approximately 120 nursing and related titles, including *Journal of Forensic Science*), Springer and Sage (includes *Child Maltreatment*). Of the titles that the SON faculty recommended for the GCFN program, the library maintains subscriptions to all but *Hospital Pediatrics*. The cost of a subscription to this title is included in [Appendix F](#).

### *Monographs and Reference Materials*

The library's print monograph holdings generally are sufficient to support this proposed program. The School of Nursing currently is allocated funding to purchase print and electronic books that nursing faculty request. In addition, the library acquires newly published monographs and reference materials through other means, including the library's approval plan with its major book vendor and the Springer eBook collection, which contains hundreds of monographs on forensic medicine, and hundreds more on nursing and allied health topics, generally. A brief search of the library's monographic holdings identifies more than 105 titles addressing forensic nursing and forensic medicine, including approximately 50 titles that were published in the last five years. The SON faculty have identified several books that would need to be purchased for the collection; the current price of these texts totals approximately \$2,100. However, as the program will be held at the OU Anton Frankel Center location, we anticipate that the library will need to supplement its nursing eBook collection, and especially focus on forensic nursing topics, to support this program adequately; funding for these materials, including inflationary increases, has been included in Appendix F. Additionally, the sixteen titles on the Forensic Nursing textbook list (see [Appendix F](#)) would need to be purchased. The library recommends that these titles be purchased as a special reserve collection available for short-term in-library use only or electronically when possible. Initial funding for the collection is built into the budget for year one of the program; years two through five include funding to purchase new editions as they become available.

### *Critical Funding Needs*

As noted above, University Libraries already subscribes to a number of online resources that would effectively support the GCFN program. However, due to anticipated annual inflationary cost increases for journals and research databases (historically averaging eight percent or more per year), the library cannot guarantee that we will be able to maintain subscriptions even to our current resources. Therefore, we ask that the library be given an additional \$500 per year (adjusted for inflation) to assist us in funding these resources that are critical to the GCFN program as well as the entire School of Nursing curriculum.

C: Adriene Lim, Dean of OU Libraries  
Anne Switzer, Library Representative to the University Senate

**Library Budget for Forensic Nursing Program**

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
eBooks & electronic reference titles <sup>1</sup>	-	\$500	\$525	\$550	\$580
Support for current nursing resources <sup>2</sup>	\$500	\$540	\$ 580	\$630	\$680
Reserve textbook collection	\$2,100	\$500	\$500	\$500	\$500
<b>Total</b>	<b>\$2,600</b>	<b>\$1,540</b>	<b>\$1,605</b>	<b>\$1,680</b>	<b>\$1,760</b>

<sup>1</sup>Presumes the purchase of approximately 5-8 eBooks per year, with a 5% annual inflationary increase.

<sup>2</sup>Presumes an 8% annual inflation rate

**Required Forensic Nurse Textbooks**

(Suggested for textbook special reserve collection)

- Medicolegal Investigation of Death, Spitz & Fisher 4th Ed \$130
- Forensic Nursing Science, Virginia Lynch, 2nd Ed \$113
- Sexual Assault Victimization Across the Life Span: color atlas 2 volume set and CD \$400
- Medical, Legal & Social Science Aspects of Child Sexual Exploitation 2 volume set and CD \$275
- Color Atlas of Sexual Violence, Tara Henry \$85
- Color Atlas of Domestic Violence, Jennifer Markowicz \$100
- Forensic Emergency Medicine, Olshaker, Smock, 2nd Ed \$130
- The Slave Next Door: Human Trafficking, Kevin Bales \$20
- Disposable People: New Slavery in the Global Economy, Kevin Bales \$30
- Medical Legal Aspects of Medical Records, Iyer, 2nd Ed (2 volumes) \$130
- Investigating Infant Deaths, Bobbi Jo O'Neal \$100
- Forensic Pathology, DiMaio, 2nd Ed \$90
- Family Violence and Nursing Practice, Campbell, 2nd ed \$60
- Drug Facilitated Sexual Assault, Marc LeBeau \$123
- Legal Nurse Consultant Scope & Standards Practice, American Nurse's Association \$205
- Scope & standards of practice: Forensic nursing, American Nurse Association \$95

**APPENDIX G****Graduate Assessment Plan****Insert Graduate Assessment Plan following [OIRA Guidelines](#)**

1. All Oakland University academic programs will assess student learning outcomes.
2. Academic assessment plans developed by program faculty will state the program's purpose and educational goals derived from the OU mission statement, addressing national standards where applicable. Student learning outcomes linked to program goals will be assessed to evaluate programs; the assessment results will be used to improve student learning.
3. The development of an academic unit's assessment plan will flow from the following relevant passage of Oakland University's Role and Mission statement:

"Oakland University provides rigorous educational programs. A strong core of the liberal arts is the basis on which undergraduates develop, the skills, knowledge and attitudes essential for successful living and active, concerned citizenship. A variety of majors and specialized curricula prepare students for post-baccalaureate education, professional schools, or careers directly after graduation. Each program provides a variety of courses and curricular experiences to ensure an enriched life along with superior career preparation or enhancement.... In addition to their intrinsic value, research and scholarship reinforce the instructional mission of the university. Wherever possible, students are involved in research projects, and the results of the research and scholarship are integrated into related courses of instruction."

4. An assessment plan will also flow from an academic unit's mission and goals. Through its assessment plan, an academic unit asks itself: "How well are we doing what we aim to do?" and "How do we know that our students are graduating with the knowledge and skills that we believe a graduate from this program should have?"
5. An assessment plan will be comprehensive and must involve at least two measures (quantitative and/or qualitative), at least one of which is a direct measure.
6. An assessment plan will be a collaborative effort by the faculty, coordinated by a program head or an individual delegated to undertake this task.
7. The development of an assessment plan is a continuous process of refinement.

## APPENDIX H

## Support Letters



Office of the Dean

School of Nursing  
Rochester, Michigan 48309-4401  
(248) 364-8787 Fax: (248) 364-8760

February 15, 2014

Kelly, A. Berishaj, DNP, RN, ACNS-BC  
Certified Forensic Nurse  
Oakland University School of Nursing  
3001 Human Health Building  
Rochester, MI 48309

Dear Dr. Berishaj:

I write this letter in support of the proposed Masters of Science in Nursing Forensic Nursing program which includes a certificate option. As we have discussed, the need for this program is great, particularly in our university's catchment area. Detroit has been called the most violent city in America and home to America's second, third and seventh most violent neighborhood, as well. In 2007 almost 74,000 violence offenses with a resulting 101,388 victims were reported in Michigan. The great number of these offenses occurred in and around Detroit. The National Institute of Justice (NIJ) studies have identified that forensic nursing programs, such as the Sexual Assault Nurse Examiner (SANE) a) enhance the quality of health care for women who are sexually assaulted, b) improve the quality of forensic evidence, c) increase law enforcement's ability to collect information, file charges and refer to prosecution and d) increase prosecution rates over time.

In speaking with several of the area's Chief Nurse Officers (CNOs) about whether they would be interested in employing a registered nurse with this specialized training and education the response is always yes! And to validate this, I have received several letters verifying this and forwarded them to you for this application. While some hospitals currently have a forensic nurse on staff, the CNOs explain that the issue is that they may only have one nurse on a shift who is certified in forensic nursing and that nurse may be in another trauma case and unavailable when a victim of violence arrives in the emergency room. The CNOs pointed out that having more RNs with this specialized training would enhance their ability to care for victims of violence. The research is clear about the efficacy of the evidentiary examination and its importance in increasing prosecution rates of violent offenders.

I remain impressed at the comprehensiveness of the proposed program and that its graduates will be qualified to serve in a variety of forensic roles. Currently the demand for nurses with forensic expertise is significant and growing. I am proud that our SON will have an answer to the clarion call for more nurses with this specialized skill set. Furthermore, I pledge to provide the needed support to make the program a success.

Sincerely,

A handwritten signature in cursive script that reads 'Kerri D. Schuiling'.

Kerri D. Schuiling, PhD, CNM, FACNM, FAAN  
Dean & Professor





April 28, 2014

Kelly Berishaj, DNP, RN, ACNS-BC, CFN  
Oakland University School of Nursing  
2019 Human Health Building  
Rochester, MI 48309

Dear Dr. Berishaj

I write this letter in support of the Masters of Science in Nursing- Forensic Nursing program with Graduate Certificate option proposed by the Oakland University School of Nursing (OUSON). Forensic nursing is considered a relatively new specialty within nursing practice. This specialty is evolving and growing rapidly as the need for specially trained nurses who are able to provide quality care to victims of violence becomes more evident. According to the U.S. Department of Justice, in 2012, there were 84,376 incidents of forcible rape in our nation. In this same year, CNN documented that Michigan ranked 3<sup>rd</sup> in the country as the state with the most reported incidents of rape. Further, the National Coalition against Domestic Violence reports that 1.3 million women are victims of physical violence each year.

The Committee on Identifying the Needs of Forensic Sciences Community, National Research Council, formed by the National Institute of Justice stated that forensic education needs to move beyond apprenticeship training. Instead, the primary focus of forensic training should be founded in formal education based on scientific knowledge, principles, and practice. There are currently no formal, academic forensic nursing programs in the State of Michigan and only a select handful across the nation. As a result of this deficiency, the OUSON has the distinct advantage of being poised to fill the gap in forensic nursing education.

I am confident that the forensic nursing program proposed by the OUSON offers a comprehensive and challenging curriculum which will prepare its graduates to best serve the community at large via a variety of forensic nursing roles. Furthermore, I pledge to provide the support needed to make this program a success.

Sincerely,

*Gary Moore*

Gary Moore, Ph.D., RN  
Associate Dean and Associate Professor

September 1, 2013

Kelly A Berishaj, DNP, RN, ACNS-BC  
Oakland University, School of Nursing  
2019 Human Health Building  
Rochester, MI 48309

Margaret M Glembocki, DNP, RN, ACNP-BC, FAANP  
Oakland University, School of Nursing  
3052 Human Health Building  
Rochester, MI 48309

Dear Drs. Berishaj and Glembocki:

I have reviewed your proposed curriculum for the Graduate Certificate in Forensic Nursing Science to be offered through Oakland University's School of Nursing. I commend your endeavors in recognition of this significant specialty and fully support your initiative to establish higher education in this emergent discipline without delay.

You are poised to make a vital contribution to both the health and justice systems by addressing the broad perspectives of identified subjects within this curriculum that will help to project quality forensic nursing education worldwide. Although several institutions have developed various curricular options, they are limited in comparison. To date, none have implemented a program of such magnitude as you have proposed. Considering all institutions of higher learning that have, or are considering inclusion of the forensic sciences in nursing education, none appear ready to assume the mission for a state-of-the art program such as you have envisioned at this time.

Graduates of Oakland University School of Nursing will be uniquely qualified to serve in a variety of forensic roles in both private and public agencies and be prepared to enhance our current level of forensic nursing practice. The demand for services of nurses with forensic expertise is great and will become even greater in the decade to come. Your institution will be distinguished as the forensic nursing pace-setter for decades to come.

You are to be commended for obtaining the momentum and support required for this opportune curriculum at a time when you can make a substantial difference in the character of how global societies respond to the victims, suspects and perpetrators of violence. It is imperative that we commit the human and fiscal resources of our academic institutions to specific initiatives aimed at understanding, managing and preventing human abuse. Please do not hesitate to contact me if I can be of assistance.

Sincerely,

Virginia A. Lynch, MSN, RN, FAAFS, FAAN  
Forensic Clinical Nurse Specialist  
Forensic Nurse Consultants, International  
Divide, CO 80814

Kelly A Berishaj, DNP, RN, ACNS-BC  
Oakland University, School of Nursing  
2019 Human Health Building  
Rochester, MI 48309

Margaret M Glembocki, DNP, RN, ACNP-BC, FAANP  
Oakland University, School of Nursing  
3052 Human Health Building  
Rochester, MI 48309

Dear Drs. Berishaj and Glembocki,

I was honored to be invited to review your curriculum for the Graduate Certificate in Forensic Nursing Science program offered through Oakland University's School of Nursing. I thought the curriculum was well thought out and covers many subspecialties within Forensic Nursing, which is exciting to see. Your program is unique and the only one I am aware of across the county that provides an in depth education to several of the different sub-specialties in the field. There is a clear reflection of the values and priorities of the profession as well as an emphasis on the accountability to the public and the outcomes for which forensic nurses are responsible. This program has the opportunity to incorporate advancements in scientific knowledge, practice, research and technology thus providing a well-rounded Forensic Nurse.

I look forward to seeing this come to fruition and would be happy to offer my continued support in any way needed.

Respectfully Yours,

Jamie Ferrell

Jamie Ferrell, BSN, RN, CA/CP-SANE, DABFN, CMI-III, SANE-A, CFN, SANE-P  
Past President, International Association of Forensic Nurses  
Clinical Director  
Forensic Nursing Services &  
John S. Dunn Sr. Burn Center  
Memorial Hermann Health System  
Texas Medical Center (Base Campus)  
6411 Fannin, R-583  
Houston, Texas 77030  
[Jamie.Ferrell@memorialhermann.org](mailto:Jamie.Ferrell@memorialhermann.org)



44405 Woodward Ave.  
Pontiac, MI 48341  
P: 248-858-3000  
stjoesoakland.org

December 4, 2013

Kelly, A. Berishaj, DNP, RN, ACNS-BC  
Certified Forensic Nurse  
Oakland University School of Nursing  
3001 Human Health Building  
Rochester, MI 48309

Dear Dr. Berishaj:

I write this letter in support of the proposed Forensic Nursing certificate program. As identified in the proposal, the need for this program is great. Detroit has been called the most violent city in America and home to America's second, third and seventh most violent neighborhoods, as well. In 2007 almost 74,000 violent offenses occurred with a resulting 101,388 victims being reported in Michigan. The majority of these offenses occurred in and around Detroit. The National Institute of Justice (NIJ) studies have identified that forensic nursing programs, such as the Sexual Assault Nurse Examiner (SANE) a) enhance the quality of health care for women who are sexually assaulted, b) improve the quality of forensic evidence, c) increase law enforcement's ability to collect information, file charges and refer to prosecution and d) increase prosecution rates over time.

As the VP Patient Care Services and Chief Nurse Officer, I am very interested in hiring nurses with this education or encouraging our current nurses to gain this added expertise so that they will be able to work with victims of violence and have the skills required to perform an evidentiary examination. The research is clear about the importance of having a skilled nurse perform the evidentiary examination because it increases the likelihood of prosecuting the perpetrator. Having more RNs with this specialized training will enhance our hospital's ability to care for victims of violence.

Sincerely,

Ann McDonald-Upton, RN, MBA, FACHE  
VP Patient Care Services and Chief Nursing Officer

Oakwood Healthcare, Inc.

One Parklane Boulevard  
Suite 1000 E  
Dearborn, MI 48126

313.253.6000  
313.253.6033 fax



December 10, 2013

Kelly, A. Berishaj, DNP, RN, ACNS-BC  
Certified Forensic Nurse  
Oakland University School of Nursing  
3001 Human Health Building  
Rochester, MI 48309

Dear Dr. Berishaj:

I write this letter in support of the proposed Forensic Nursing certificate program. As identified in the proposal, the need for this program is great. Detroit has been called the most violent city in America and home to America's second, third and seventh most violent neighborhood, as well. In 2007 almost 74,000 violence offenses with a resulting 101, 388 victims were reported in Michigan. The majority of these offenses occurred in and around Detroit. The National Institute of Justice (NIJ) studies have identified that forensic nursing programs, such as the Sexual Assault Nurse Examiner (SANE) a) enhance the quality of health care for women who are sexually assaulted, b) improve the quality of forensic evidence, c) increase law enforcement's ability to collect information, file charges and refer to prosecution and d) increase prosecution rates over time.

As a Senior Vice President and Chief Nursing Officer I am very interested in hiring nurses with this education or encouraging our current nurses to gain this added expertise so that they will be able to work with victims of violence and have the skills required to perform an evidentiary examination. The research is clear about the importance of having a skilled nurse perform the evidentiary examination because it increases the likelihood of prosecuting the perpetrator. Having more RNs with this specialized training will enhance our hospital's ability to care for victims of violence.

Sincerely,

Barbara R. Medvec RN, MSA, MSN  
Senior Vice President and Chief Nursing Officer  
Oakwood Healthcare, Inc.

12/4/2013

Kelly, A. Berishaj, DNP, RN, ACNS-BC  
Certified Forensic Nurse  
Oakland University School of Nursing  
3001 Human Health Building  
Rochester, MI 48309

Dear Dr. Berishaj:

I write this letter in support of the proposed Forensic Nursing certificate program. As identified in the proposal, the need for this program is great. Detroit has been called the most violent city in America and home to America's second, third and seventh most violent neighborhood, as well. In 2007 almost 74,000 violence offenses with a resulting 101, 388 victims were reported in Michigan. The majority of these offenses occurred in and around Detroit. The National Institute of Justice (NIJ) studies have identified that forensic nursing programs, such as the Sexual Assault Nurse Examiner (SANE) a) enhance the quality of health care for women who are sexually assaulted, b) improve the quality of forensic evidence, c) increase law enforcement's ability to collect information, file charges and refer to prosecution and d) increase prosecution rates over time.

The Oakwood Healthcare System is very interested in hiring nurses with this education or encouraging our current nurses to gain this added expertise so that they will be able to work with victims of violence and have the skills required to perform an evidentiary examination. The research is clear about the importance of having a skilled nurse perform the evidentiary examination because it increases the likelihood of prosecuting the perpetrator. Having more RNs with this specialized training will enhance our hospital's ability to care for victims of violence.

Sincerely,

Sandra Schmitt RN, BSN  
Manager, Nursing Development

December 4, 2013

Kelly, A. Berishaj, DNP, RN, ACNS-BC  
Certified Forensic Nurse  
Oakland University School of Nursing  
3001 Human Health Building  
Rochester, MI 48309

Dear Dr. Berishaj:

I write this letter in support of the proposed Forensic Nursing certificate program. As identified in the proposal, the need for this program is great. Detroit has been called the most violent city in America and home to America's second, third and seventh most violent neighborhood, as well. In 2007 almost 74,000 violence offenses with a resulting 101, 388 victims were reported in Michigan. The majority of these offenses occurred in and around Detroit. The National Institute of Justice (NIJ) studies have identified that forensic nursing programs, such as the Sexual Assault Nurse Examiner (SANE) a) enhance the quality of health care for women who are sexually assaulted, b) improve the quality of forensic evidence, c) increase law enforcement's ability to collect information, file charges and refer to prosecution and d) increase prosecution rates over time.

As a Director, Talent Acquisition, I am very interested in hiring nurses with this education or encouraging our current nurses to gain this added expertise so that they will be able to work with victims of violence and have the skills required to perform an evidentiary examination. The research is clear about the importance of having a skilled nurse perform the evidentiary examination because it increases the likelihood of prosecuting the perpetrator. Having more RNs with this specialized training will enhance our hospital's ability to care for victims of violence.

Sincerely,

Kenyea Zimmermann  
Director, Talent Acquisition  
Sparrow Health System

Kelly A. Berishaj DNP, RN, ACNS-BC, CFN

Oakland University, School of Nursing

2019 Human Health Building

Rochester, MI 48309

Dear Dr. Berishaj

Turning Point's Forensic Nursing Examiner Program (TPFNEP) would like to formally extend our support to the Graduate Certificate in Forensic Nursing (GCFN) program proposed by the School of Nursing (SON) at Oakland University (OU). Our institution routinely provides care to patients who have been victims of violent crime and/or trauma. Nurses who have been specially trained and educated as Forensic Nurses (FN) would be of great benefit to this particular patient population in attainment of health related outcomes. Nurses who are educated comprehensively in the role of the FN via completion of the GCFN program would demonstrate a commitment to professionalism, best practice, and a desire to deliver high quality competent forensic nursing care. This is an important distinction for nurses working in our agency as we are frequently in the legal arena and having this educational level gives credibility to our profession. Also we are often asked to provide education to community members from a wide variety of disciplines, this will give us a greater opportunity to also teach this type of knowledge to community.

As a result of the aforementioned need, TPFNEP would look favorably upon nurses seeking employment in our institution who have completed formalized education in forensic nursing practice through completion of the GCFN program. We recognize that formalized education is critical in enhancing not only the specialty of forensic nursing, but in increasing the professionalism of nursing practice. As a result, we would also support and recommend that our nurses who routinely care for forensic patients seek similar education as proposed by the GCFN program at OU's SON.

In support,

Gail Lippert, RN, BHSA, SANE-A, SANE-P, CFN, D-ABMDI, DABFN, DABFE  
Forensic Nurse Examiner/Program Director





Wayne County Sexual Assault  
Forensic Examiner's Program

Kelly Berishaj, DNP, RN, ACNS-BC  
Margaret M Glembocki, DNP, RN, ACNP-BC, FAANP  
Oakland University, School of Nursing  
3052 Human Health Building  
Rochester, MI 48309

Dear Drs. Berishaj and Glembocki,

I would be happy to be able to assist Oakland University by having the Wayne County SAFE program be a resource for the Graduate Certificate in Forensic Nursing Science.

We would be able to assist the program in many ways. We have a staff of experts in sexual assault. We would be glad to assist with expert guest lectures, clinical/field experiences and employment for your graduates.

We are very excited to have this program in development and feel that this will be huge asset to the field of Forensic Nursing. We hope to be able to encourage our current staff in obtaining this additional Certificate in order to better themselves professionally and further strengthen their knowledge base, not just about treatment of the sexually assaulted patient, but for all other patient populations as well.

We look forward to future collaboration. Please do not hesitate to call me directly with any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Kimberly Hurst".

Kimberly Hurst, PA-C  
Forensic Examiner  
Executive Director  
WC SAFE Program  
2727 2<sup>nd</sup> Ave, Ste 120  
Detroit, MI 48201  
248-302-0833  
khurst@wcsafe.org



Building Violence-Free Communities One Family at a Time.

Decm

Kelly A. Berishaj DNP, RN, ACNS-BC, CFN  
Oakland University, School of Nursing  
2019 Human Health Building  
Rochester, MI 48309

Dear Dr. Berishaj

**HAVEN** would like to formally extend our support to the Oakland University (OU) School of Nursing (SON) and its proposed Graduate Certificate in Forensic Nursing (GCFN). As Oakland County's designated sexual assault and domestic violence agency, **HAVEN** routinely provides care to patients who have been victims of sexual assault and/or domestic violence. Forensically educated nurses are in critical need within our community to ensure that high quality care is delivered during the treatment of this vulnerable population of patients.

**HAVEN\START** recognizes that formalized education is critical in enhancing not only the specialty of forensic nursing, but in increasing the professionalism of nursing practice. As such, we would look favorably upon nurses seeking employment within our agency who have completed formalized education in forensic nursing practice through completion of the GCFN program. We would also encourage our nurses who routinely care for forensic patients to seek similar education.

In Support,

Diane L. Zalecki

START Program Director



Mark A. Hackel  
County Executive

## MACOMB COUNTY HEALTH DEPARTMENT

Medical Examiner's Office  
43585 Elizabeth Road ♦ Mount Clemens, Michigan 48043  
Phone: 586-469-5214 ♦ Fax: 586-469-6636  
[www.macombgov.org/publichealth](http://www.macombgov.org/publichealth)

William J. Ridella, M.P.H., M.B.A.  
Director/Health Officer

Daniel J. Spitz, M.D.  
Chief Medical Examiner

Mary Pietrangelo, M.D.  
Deputy Medical Examiner

July 17, 2013

Kelly A Berishaj, DNP, RN, ACNS-BC  
Oakland University, School of Nursing  
2019 Human Health Building  
Rochester, MI 48309

Margaret M Glembocki, DNP, RN, ACNP-BC, FAANP  
Oakland University, School of Nursing  
3052 Human Health Building  
Rochester, MI 48309

Dear Drs. Berishaj and Glembocki,

The Macomb County Medical Examiner's office would be happy to support the Graduate Certificate in Forensic Nursing Science program offered through Oakland University's School of Nursing.

Our office would be able to assist the program in several ways. We would be willing to have your students participate in select field experiences including observing autopsies and evidence collection from decedents. In addition, either I or a member of my staff would be willing to serve as a guest, expert lecturer for select course content within your program.

Furthermore, program graduates would have the educational background that would allow them to be considered for employment as a Medical Examiner Investigator

I look forward to working with you both and with the Forensic Nursing program.

Should you have any questions, please do not hesitate to contact me.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Daniel J. Spitz".

Daniel J. Spitz, MD



ANTHONY M. WICKERSHAM

*OFFICE OF THE SHERIFF*

Kent B. Lagerquist  
UNDERSHERIFF

November 26, 2013

Kelly A. Berishaj DNP, RN, ACNS-BC, CFN  
Oakland University, School of Nursing  
2019 Human Health Building  
Rochester, MI 48309

Dear Dr. Berishaj,

The Macomb County Sheriff's Office would like to formally extend our support to the Graduate Certificate in Forensic Nursing (GCFN) program proposed by the School of Nursing (SON) at Oakland University. Currently, our office routinely uses Forensic Nurses who have been specially trained and educated from the Turning Point's Forensic Nurse Examiner Program. They have been a great help in assisting the law enforcement community in a multitude of areas, everything from explaining medical terms in records, collecting evidence from assailants and testifying in the courtroom. Nurses who are educated comprehensively in the role of the Forensic Nurse via completion of the GCFN program would demonstrate a commitment to professionalism, best practice, and make an excellent professional witness in the courtroom process.

As a result of the aforementioned need, our office would look favorably upon using these nurses in our office who have completed formalized education in forensic nursing practice through completion of the GCFN program. We recognize that formalized education is critical in enhancing not only the specialty of forensic nursing, but in increasing the professionalism of nursing practice.

Respectfully,

A handwritten signature in dark ink, reading "Elizabeth J. Darga". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Captain Elizabeth J. Darga  
Division Commander of Investigations



**Timothy P. Wiley M.P.A.**  
Chief of Police

November 26, 2013

Kelly A. Berishaj DNP, RN, ACNS-BC, CFN  
Oakland University, School of Nursing  
2019 Human Health Building  
Rochester, MI 48309

Dear Dr. Berishaj

New Baltimore Police Department (NBPD) would like to formally extend our support to the Graduate Certificate in Forensic Nursing (GCFN) program proposed by the School of Nursing (SON) at Oakland University (OU). NBPD routinely uses Forensic Nurses (FN) who have been specially trained and educated from the Turning Point's Forensic Nurse Examiner Program and they have been a great help in assisting the law enforcement community in a multitude of areas, everything from explaining medical terms in records, collecting evidence from assailants and testifying in the courtroom. Nurses who are educated comprehensively in the role of the FN via completion of the GCFN program would demonstrate a commitment to professionalism, best practice, and make an excellent professional witness in the courtroom process.

As a result of the aforementioned need, NBPD would look favorably upon using these nurses in our Department who have completed formalized education in forensic nursing practice through completion of the GCFN program. We recognize that formalized education is critical in enhancing not only the specialty of forensic nursing, but in increasing the professionalism of nursing practice.

In support,

Timothy P. Wiley, M.P.A.  
Chief of Police

Dr. Berishaj,

As Turning Point's Forensic Nurse Program (FNEP) Administrator I am hoping to develop a future project with you. With all the discussion we have had about the potential of a Graduate Forensic Nursing Certificate I think this could be a perfect fit for both of our programs. In the past we have worked together to bring the Basic Sexual Assault Nurse Examiner (SANE) Training Program to the tri-county area. In addition to the classroom SANE training that has been traditionally offered, the International Association of Forensic Nurses (IAFN) will be starting an online version of this training.

The IAFN is in the process of looking for clinical sites to host nurses from around the country to come and gain clinical experience. The IAFN has the training objectives/modules already in place but is looking for testing sites to be available where the nurses can get hands-on, simulation exam experience. Your proposed laboratory facilities could meet these needs and I was hoping we could partner with OU in making this happen.

From the understanding I have, the IAFN would be the referring agency and would send us nurses who have completed the online SANE training program. We would be responsible for following the IAFN's clinical training modules. We would be able to set our own fees and charge the nurses a rate that we agreed upon to cover our costs for the use of the laboratory facilities, faculty, staff, etc.

Could you please let me know if this would be something you would be interested in pursuing?

Thank you,

Renaë Diegel

Renaë Diegel, RN, BBL, CEN, CFN, CMI-III, D-ABMDI, SANE-A, CFC, DABFN, DABFE  
Forensic Clinical Specialist  
Medical Death Investigator  
Turning Point, Inc.  
Program Administrator  
36500 Gratiot, Ste.201  
Clinton Township, MI 48035  
586-943-3303  
[renaediegel@me.com](mailto:renaediegel@me.com)

December 2, 2013

Kelly, A. Berishaj, DNP, RN, ACNS-BC  
Certified Forensic Nurse  
Oakland University School of Nursing  
3001 Human Health Building  
Rochester, MI 48309

Dear Dr. Berishaj:

I am writing to indicate my strong support for the proposed Forensic Nursing certificate program at Oakland University. The School of Nursing leadership and faculty are to be applauded for their leadership in identifying this need and developing a comprehensive plan to offer a premier program. It is a long time coming for the State of Michigan.

Forensic nursing is a contemporary field at the intersection of investigative sciences and victim advocacy. Teamwork is at the heart of forensic nursing practice, as these valued professionals work side by side with detectives, death investigators and the legal community in the highly charged environment of assault and violent accidents. It is most fitting that Oakland University take the lead in meeting the needs of our community with this offering as the School of Nursing philosophy is deeply rooted in an interdisciplinary framework. In addition, and consistent with the School of Nursing's focus on patient advocacy, forensic nurses function as advocates to victims, their families and perpetrators alike.

Having spent the majority of my professional career in health care administration I am very aware of the need for the unique skill set that forensic nurses bring to the Detroit community and encourage Oakland University to move forward in approving this specialized nursing curriculum. I speak from the vantage point of the various roles and perspectives of my leadership roles including that of a practicing trauma nurse anesthetist at Detroit Receiving Hospital, Chief Nurse Executive and Chief Operating Officer at two major Detroit health systems.

I remain optimistic that Oakland University will do the right thing in being the first nursing program in the state to offer this essential program.

Sincerely,

Christine S. Zambricki DNAP, CRNA, FAAN  
Chief Executive Officer  
America's Blood Centers





RICK SNYDER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF STATE POLICE  
STERLING HEIGHTS FORENSIC SCIENCE LABORATORY



COL. KRISTE KIBBEY ETUE  
DIRECTOR

July 3, 2013

Kelly Berishaj, MSN, RN, ACNS-BC  
School of Nursing: Oakland University  
2019 Human Health Building  
Rochester, Michigan 48309

Margaret M. Glembocki, DNP, RN, ACNP-BC, FAANP  
School of Nursing: Oakland University  
3052 Human Health Building  
Rochester, Michigan 48309

Dear Ms. Berishaj and Ms. Glembocki;

I am very excited to be able to assist you in having the Michigan State Police Forensic Science Division be a part of the advanced degree program for Sexual Assault Nurse Examiners.

We will be able to offer instruction in the analysis of the Sexual Assault Evidence Collection Kits. In addition we will include a laboratory tour that will provide an overview of the Forensic Laboratory as well as the processing of a Sexual Assault Kit. The purpose of processing the Kit will be to give the nurses an understanding of what occurs once the Kit has been collected and how we analyze it in the laboratory.

If there are any other suggestions or ideas you would like us to be a part of please let me know and I look forward to assisting your program in the future.

Sincerely,

Melinda Jackson  
Biology Unit Supervisor  
Michigan State Police  
Sterling Heights Laboratory  
42800 Merrill Rd  
Sterling Heights, Michigan 48314

On Jul 3, 2013, at 7:28 AM, Patricia Tackitt <[ptackitt@comcast.net](mailto:ptackitt@comcast.net)> wrote:

> Hi Renae,

> It's the chief investigator who arranges the autopsy observations, not Dr Schmidt that might retire. Dr Schmidt will be around for years yet!!!

>

> I'd be glad to do a guest lecture on child death investigation, down the road. I can make the meeting in July at OU, if the faculty are meeting anyway. If they are only coming in for this - please know these two items are fine, without a meeting. When the time is closer - I'd just need the time frame, a lap top computer with Quick Time preloaded on it, LCD projector, external speakers or house sound for video, pointer, etc. Feel free to send the e-mail and I'll review it.

>

> Did you get Dr D on board and Dr Hunter?

> Take care, Pat

July 15<sup>th</sup>, 2013

Oakland University School of Nursing

Atten: Kimberly Holka, RN

As the Director of the OU Counseling Center I would like to formally offer my support for the Graduate Certificate in Forensic Nursing Science. The OUCC is willing to collaborate with the School of Nursing on this project in several ways. We will be able to offer trainings and workshops on topics pertinent to the curriculum of the program. We can also offer various volunteer opportunities in connection with our campus wide outreach efforts, including screenings and fairs. Also, time permitting, we are happy to assist by making the OUCC senior staff available to guest lecture on a variety of topics within our area of expertise (i.e. grief, trauma reactions, stress, suicide, etc.). Please feel free to contact me if you have any questions.

David Schwartz, Ph.D. LP  
Director  
Oakland University Counseling Center  
East Wing, Graham Health Center  
Rochester, MI 48309



Police Department  
Office of the Chief of Police  
Rochester, Michigan 48309-4401  
(248) 370-3000 Fax: (248) 370-3043

July 17, 2013

Kimberly A. Holka, MSA, MSN, RN, CNE  
Oakland University, School of Nursing  
2012 Human Health Building  
Rochester, Michigan 48309

Dear Ms. Holka:

The Oakland University Police Department (OUPD) welcomes the opportunity to support the establishment of a Graduate Certificate in Forensic Nursing Science.

As you are well aware, campus public safety departments such as ours, as well as the larger criminal justice community, realize the critical need for professionally trained nursing personnel to assist in sexual assault and abuse investigations as well as incidents of interpersonal violence.

Additionally, in recent years we have been extensively involved in emergency preparedness efforts and disaster management planning. We have identified a number of campus and non-campus partners to be involved as part of a multidisciplinary team and believe such specially educated nursing personnel would play a significant role in those efforts and as team members.

The OUPD will certainly be willing to assist in program presentations as you deem appropriate and we look forward to working closely with you as move forward with this most important endeavor.

Sincerely,

A handwritten signature in black ink that reads 'Samuel C. Lucido'.

**SAMUEL C. LUCIDO**  
Chief of Police

July 19, 2013

Kimberly Holka, RN  
Oakland University  
School of Nursing  
#2021 Human Health Building  
Rochester, MI 48309-4401

Dear Ms. Holka,

It is my pleasure to write a letter of support for a proposed Graduate Certificate in Forensic Nursing Science by the School of Nursing at Oakland University.

The program goal of providing care to vulnerable populations affected by intentional and unintentional trauma, including the disaster management cycle, compliments Disaster Health Services of the American Red Cross.

American Red Cross Health Services workers support communities affected by either natural or man-made disaster in a variety of settings including shelters, emergency aid stations and home visits by providing health and functional needs assessments and referrals, illness and injury surveillance, replacing lost medications and medical equipment, and condolence support.

I would be one of several Health Service and Mental Health Service Volunteer Leaders here in Michigan who would be able to collaborate with faculty to offer training and workshop opportunities as well as guest lecture on topics of preparing for, responding to, and recovering from disasters.

In conclusion, I fully support the efforts of the School of Nursing at Oakland University to include a program that will enhance their graduate's ability to help clients and their families throughout the disaster management cycle.

Sincerely,

Patricia K Hamel, MSN RN  
Disaster Health Services Advisor for Michigan  
American Red Cross



P.O. Box 1123  
Mt. Clemens, MI 48046

Main: (586) 463-4430  
Crisis Line: (586) 463-6990  
Fax: (586) 463-1771

Kelly A Berishaj, DNP, RN, ACNS-BC  
Oakland University, School of Nursing  
2019 Human Health Building  
Rochester, MI 48309

Margaret M Glembocki, DNP, RN, ACNP-BC, FAANP  
Oakland University, School of Nursing  
3052 Human Health Building  
Rochester, MI 48309

Dear Drs. Berishaj and Glembocki,

Our entire organization, especially the Forensic Nursing Program would be happy to support the Graduate Certificate in Forensic Nursing Science program offered through Oakland University's School of Nursing. It is always an exciting opportunity when we can partner with a University, especially one with Oakland's high quality reputation. The nursing team at Turning Point would be willing to assist in a partnership offering preceptoring, educational and mentoring assistance to the new Forensic Nurses. This is an area that needs many more nurses in the field and wish you both success in this endeavor.

I look forward to working with you both and with the Forensic Nursing Program.

Respectfully,

Deborah McPeck

Acting CEO





Social Work Program  
Department of Sociology, Anthropology, Social Work &  
Criminal Justice

Rochester, Michigan 48309-4495  
(248) 370-2371

July 25, 2013

Kelly Berishaj, DNP, ACNS-BC, RN  
Visiting Instructor  
Oakland University  
School of Nursing

Dear Dr. Berishaj:

I am writing this letter to express the Social Work Program's support for your Certificate in Forensic Nursing and can offer our expertise in the development of the curriculum. Social Work Program faculty have research expertise and practice experience in following:

- Maltreatment: Child, Elderly
- Interpersonal Violence
- Sexual Violence
- Home Care and Hospice
- Crisis Intervention
- Suicide and safety assessment and planning
- Forensic Interviewing
- PTSD
- Vicarious Trauma
- Therapeutic Communication
- Referrals/Resources

In addition, we can include trainings on Secondary Traumatic Stress, the impact of trauma, forensic interviewing, as well as anything related to mental health. Forensic Nursing is an important linkage to social work practice, particularly related to child maltreatment and domestic violence. Therefore, we are delighted to see the School of Nursing create such an exciting opportunity that will enhance the knowledge, skills, and abilities of current and future nurses.

If I could be of further assistance, please do not hesitate to ask. Again, we congratulate the School of Nursing on this endeavor and look forward to working together in the near future.

Sincerely,

*Maria DeVoogd-Beam*

Maria DeVoogd-Beam  
Interim Director, Social Work Program  
Oakland University



Graham Health Center

Rochester, Michigan 48309-4401  
(248)370-2341

Kimberly Holka, RN  
Adjunct Instructor  
Oakland University School of Nursing

July 17, 2013

Dear Kimberly,

This letter is to acknowledge the full support for the initiation and development of the Graduate Certification in Forensic Nursing Science. With almost 30 years of experience as a nurse practitioner, I can attest to the great need for this specialty nurse certification. I would like to illustrate this with a specific example of common problem I experience with female patients. I routinely ask my patients during their annual wellness exam if they have ever been abused verbally, physically or sexually. I have been astounded with the number of affirmative responses I have received over the years. And even more disturbing, is the apparent lack of post traumatic care that has been provided to many of these victims.

I recently attended a session on Intimate partner violence (IPV) at the May 2013 American College Health Association Annual National conference. These statistics confirm what I have encountered in my professional experience :

- Approximately 4.8 million women and 2.9 million men are raped and/or physically assaulted by an intimate partner each year
- 1 in 3 women experience relationship violence in their lifetime
- 1 in 5 college women experience relationship violence
- IPV costs in terms of medical care, lost productivity, and mental health services have been estimated at \$8.3 billion in 2003 ([www.cdc.gov](http://www.cdc.gov))
- during annual women's health exams, clinicians do not routinely screen for domestic violence, sexual assault, molestation history even though CDC, ACOG, AAFP, USPSTF recommend this type of screening.

This experience illustrates only one small example of how the Forensic Nursing specialty training would be of great value in the delivery of quality health care. A forensic nurse in a primary care setting could facilitate the screening of patients, and with her knowledge of resources, provide appropriate care and referrals. This nurse could also initiate community education to encourage treatment for victims of IPV, and work to change public policy to prevent this type of violence.

As the Director of Graham Health Center I will provide support in any way I can to ensure this program will be successfully launched. I would be pleased to meet with you to discuss the details of this support.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Nancy Jansen'.

Nancy Jansen RN, MSN, ANP, CS  
Director Graham Health Center





July 31, 2013

Kelly A. Berishaj, DNP, RN, ACNS-BC  
Oakland University, School of Nursing  
2019 Human Health Building  
Rochester, MI 48309

Dear Dr. Berishaj:

The Macomb Community College Criminal Justice Training Center (MCJTC) would be happy to support the Graduate Certificate in Forensic Nursing Science program offered through Oakland University's School of Nursing. When you and I met previously, we discussed several ways we (MCJTC) could assist in your mission.

MCJTC would be able to offer, with notice and availability, classroom space for a minimal fee. There may be opportunities throughout the year for your nursing students to participate, fee free, in select field exercises such as crime scene reenactment and mock disasters. MCJTC will permit your students to attend in-service police training programs at a reduced fee. We would also be interested in working with your program to develop new field experiences in which law enforcement practitioners may work and learn alongside your nursing students through multidisciplinary and interagency collaboration.

We have several expert instructors within our criminal justice program that we would recommend as guest lecturer for select course content within your program. MCJTC looks forward to sharing knowledge and learning experience with you and your students. We anticipate the development of collaborative programs to bring practitioners of both our disciplines together. We are looking forward to being part of this ground breaking program.

Sincerely,

Carl W. Seitz  
Director, Public Service Institute

cc: Dr. Margaret Glembocki



School of Health Sciences

Rochester, Michigan 48309-4482  
(248) 370-3562

Kimberly A. Holka, MSA, MSN, RN, CNE  
Oakland University, School of Nursing  
2021 Human Health Building  
Rochester, MI 48309

Dear Ms. Holka:

I would like to offer my support for the Graduate Certificate in Forensic Nursing Science program offered through Oakland University's School of Nursing. The School of Health Sciences is launching its Master of Public Health (MPH) Program in the fall of 2013. I feel that there is a natural potential for partnership between the MPH program and your proposed program. We will welcome students of the Graduate Certificate in Forensic Nursing Science program into most of the Master of Public Health classes (with the exception of the practicum class and the capstone course, which are reserved for MPH students). Classes such as Introduction to Epidemiology, Statistical Methods in Public Health, Organization & Administration of Health and Medical Care Programs may be examples of MPH classes that would be relevant to students in your program. We also see potential for partnership where students from the MPH program may be interested in registering for some of the courses offered by the Graduate Certificate in Forensic Nursing Science program. If there is an opportunity, I am happy to serve as a guest lecturer for select course content within your program.

I look forward to working with you and with the Forensic Nursing Program.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Rebecca R. Cheezum'.

Rebecca R. Cheezum  
Assistant Professor  
Program in Health Sciences  
School of Health Sciences

## APPENDIX I

## Survey Data

## Alumni Survey

*Forensic Nursing Employment and Post-Graduation Survey*

Name: \_\_\_\_\_

Address: \_\_\_\_\_

E-mail address: \_\_\_\_\_

Indicate which program you graduated from:

Forensic Nursing Graduate Certificate \_\_\_\_\_ Forensic Nursing MSN Degree \_\_\_\_\_

Year of Graduation: \_\_\_\_\_

Gender: Male \_\_\_\_\_ Female \_\_\_\_\_

Are you a Veteran? \_\_\_\_\_

What ethnic/racial group do you consider yourself? \_\_\_\_\_

Have you obtained professional certification in a Forensic Nursing specialty? Yes \_\_\_ No \_\_\_

If yes, which certification: \_\_\_\_\_

Are you currently working as a Forensic Nurse? Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, where: \_\_\_\_\_

How long have you been employed in this role? \_\_\_\_\_

Briefly describe your current Forensic Nursing role:

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Do you feel that Oakland University's Forensic Nursing program prepared you for your  
current role as a Forensic Nurse? Yes \_\_\_ No \_\_\_

If not please indicate what you feel you needed from the program to prepare you for your role.

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Comments:

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