

Proposal for a New and Modified Graduate Certificate Program

Approved Graduate Certificate programs are planned programs limited to departments and schools authorized to offer graduate degrees. An **Approved Graduate Certificate** must be associated with a graduate degree program where, the certificate courses are comprised primarily from courses already present in the degree curriculum. Generally, the courses required in the Graduate Certificate program may be eligible to apply to the related degree program. The Graduate Certificate program should not be confused with State certification or endorsement programs.

The Graduate Council approves of all new graduate certificate and degree program proposals. These proposals and other actions pertaining to policies and procedures governing graduate education must be approved by the appropriate academic department and the College or School BEFORE Graduate Council can submit a formal recommendation to the Provost for Senate and, as applicable, Board approval.

Please complete this brief proposal and submit an electronic copy to Claire Rammel@oakland.edu

X graduate certificate program

X post masters graduate certificate program

Requested Effective Term/Year

Winter 2009

Proposed Title of Graduate Certificate Program

Post Baccalaureate Graduate Certificate - Nursing Education

Post Masters Graduate Certificate –Nursing Education

(note this is a request to move the course content of the current graduate certificate in nursing education to a post masters certification and replace with this new post baccalaureate certification in nursing education)

Associated Graduate Degree Program

Masters Degree in Nursing Education

School of Nursing

I certify that the above proposal has been reviewed and approved by the appropriate Department and College/School committees:

_____	10/02/2008	Darlene Schott-Baer
Dept Chair or Director (signature)	Date	Dept Chair or Director (print)

_____	10/02/2008	Linda Adams-Thompson
Dean of College/School (signature)	Date	Dean of College/School (print)

Recommend Approval	10/22/2008	Graduate Council
DECISION OF GRADUATE COUNCIL		

1) Please provide the rationale for creating the proposed Graduate Certificate program. Use appropriate national, state, local, professional and disciplinary resources.

In 2001, The Bureau of Labor Statistics (BLS) predicts that there will be more than one million or more vacant registered nurse (RN) positions before 2010 due to an ever increasing demand for nursing care and a need for replacing retirements within an aging nurse workforce. This recognition has resulted in a strong growth curve in enrollment for most schools of nursing, including that of Oakland University.

In 2003, the American Colleges of Nursing (AACN) reported that the nation is not only facing a critical shortage of registered nurses in practice, it is also facing a critical shortage of faculty in baccalaureate and graduate nursing programs. It is predicted that this problem will be quite long term as we continue to see faculty workforce advancing toward retirement. The pool of replacement faculty is seriously depleted and not readily being replaced.

The Michigan Center for Nursing (MCN) reported in 2003 that more than a third of the full-time faculty are presently over 55 years old. The average age of retirement over the past several decades for this group has been between 61.5-62.5 years of age. For this reason, the MCN projects that more than one-third of the present full-time nursing faculty will retire before 2015.

The AACN reports that the shortage of nursing faculty is also complicated by a diminished pipeline of graduate nursing students that might have otherwise replaced faculty positions lost to retirement. These issues are a result of the emphasis that schools of nursing have for more than the past two decades placed on advanced clinical nurse practice roles at the graduate level of education, and on the steady decline in the number of nurses who chose to enter graduate studies between 1998-2001.

Coupled with an inadequate enrollment and limited numbers of graduates from master's and doctoral programs, there has been a lack of preparation and possibility a perceived lack of interest in teaching among those who did complete graduate studies. The National League for Nursing (NLN) has noted that in the mid to late 1970s nearly a quarter of nurses who completed graduate level education were noted to have been education (teaching) majors. However, during the next three decades there was a gradual decline in nurses being prepared as nurse educators. This decline has been so significant that in 2003 Berlin, Stennett, and Bednash reported only 3.5% of graduate students in nursing are prepared with a minor let alone major in education.

Consequently, it appears that future faculty recruitment and retention in nursing will be increasingly problematic. Those nursing instructors that academe is able to recruit are and will likely for some time come from clinician roles having little or no preparation in teaching. A nurse educator must not only have a sound knowledge in her/his clinical specialty, they must also have skills in teaching if they are to convey their clinical expertise with the novice.

2) Describe the certificate requirements.

This application proposes that the School of Nursing have two certification programs each geared to a different student population. Therefore, it is proposed that:

1. Course content of the current post baccalaureate nurse education certificate be converted to a post masters certificate. This conversion would insure that those who already have a master's degree (MSN) in a specialty area will have opportunity to achieve skills as nurse educators. The rationale for the conversion being that the courses are already a part of the

master's level Nursing Education program. The focus of the courses in the Post Masters Degree Graduate Certification in Nursing Education is on education in undergraduate academic settings.

2. The new courses described in this application be considered as the new post baccalaureate certificate program for nurses who have already received a baccalaureate degree in nursing (BSN). This new program would insure that baccalaureate (BSN) prepared nurses with clinical experience in practice, who are interested in becoming clinical educators or preceptors, will have opportunity to develop skills as undergraduate clinical instructors or nurse educators within various health care settings. The focus of the courses in the Post-Baccalaureate Graduate Certificate in Nursing Education is on education in clinical settings with nursing students or patients. Nurses in practice and health care agencies throughout the Michigan are asking for better preparation in educating students and/or patients.

Documents for both the ***Post Baccalaureate (BSN) Graduate Certificate in Nursing Education*** and ***Post Masters Degree in Nursing (MSN) Graduate Certificate in Nursing Education*** describing certification requirements for each are attached to this application.

3) Provide a sample curriculum.

A grid showing a comparison of topics offered by each program can be found in the attached document titled: ***Comparative of Post-BSN and Post-MSN Graduate Certificate in Nursing Education Program Topical Outline***

Course overviews and objectives for each course noted in the comparative grid can be found in the following attachments:

See the following documents for courses in the current post-baccalaureate nurse education certificate that are being requested in this application for conversion to a ***Post Masters Degree in Nursing (MSN) Graduate Certificate in Nursing Education Program***:

- NRS 632 Curriculum and Instruction in Nursing Education (4cr)
- NRS 634 Evaluation In Nursing Education (4cr)
- NRS 636 Field Experience In Nursing Education (4cr)
- Elective (4cr)

Courses proposed for the new ***Post Baccalaureate (BSN) Graduate Certificate in Nursing Education Program*** can be found in the following documents:

- NRS 5a Teacher and Learner in the Nursing Education Environment (5cr)
- NRS 5b Teaching Methods Supportive of Critical Thinking in Nursing Education (5cr)
- NRS 5c Evaluating Student Learning and Grading In Nursing Education (5cr)

NOTE: Post-BSN certification program in Nursing Education does not include a field experience.

4) List the courses, including any new courses.

See the following documents for courses in the current post baccalaureate nurse education certificate that are being requested in this application for conversion to a ***Post-MSN Graduate Certificate in Nursing Education Program***:

- NRS 632 Curriculum and Instruction in Nursing Education (4cr)
- NRS 634 Evaluation In Nursing Education (4cr)
- NRS 636 Field Experience In Nursing Education (4cr)
- Elective (4cr)

New courses created for the proposed new

Post Baccalaureate (BSN) Graduate Certificate in Nursing Education Program can be found in the following documents:

- NRS 5a Teacher and Learner in the Nursing Education Environment (5cr)
 - Prerequisite having met the admission requirements for the new program.
- NRS 5b Teaching Methods Supportive of Critical Thinking in Nursing Education (5cr)
 - Prerequisite being a successful completion of NRS 5a.
- NRS 5c Evaluating Student Learning and Grading In Nursing Education (5cr)
 - Prerequisite being a successful completion of both NRS 5a and NRS 5b.

It is also proposed that these three courses for this new Post-BSN Certification in Nursing Education (NRS 5a, NRS 5b, and NRS 5c), a total of 15 credits, be considered as equivalent credit for the two of the MSN specialty courses (NRS 632 and NRS 634) of the Post-MSN Certification in Nursing Education.

NOTE: Post-BSN certification program in Nursing Education does not include a field experience.

5) What are the admission requirements?

Admission Requirements for Post-BSN Certificate in Nursing Education

- Compliance with Oakland University graduate study admission requirements.
- Completion of a Bachelor of Science Degree in Nursing from an institution accredited by the National League for Nursing or the Commission on Collegiate Nursing Education with an undergraduate cumulative grade point average of 3.0 or above.
- Satisfactory achievement on the Graduate Record Examination (GRE) (for applicants with undergraduate GPA's of 3.5 or greater, the GRE is not required).
- Eligible for a current Registered Nurse license in the state of Michigan.
- Have at least one year prior clinical experience.

Admission Requirements for Post-MSN Certificate in Nursing Education

- Compliance with Oakland University graduate study admission requirements.
- Completion of a Master of Science Degree in Nursing from an institution accredited by the National League for Nursing or the Commission on Collegiate Nursing Education with an undergraduate cumulative grade point average of 3.0 or above.
- Eligible for a current Registered Nurse license in the state of Michigan.
- Have at least one year prior clinical experience and have completed an undergraduate physical assessment course.

6) Describe the student population to be served.

The **Post-BSN Certificate in Nursing Education** program was developed for individuals interested in being nurse educators in service settings or clinical nursing instructors for academic settings (i.e.: clinical nurse educators or clinical preceptors for undergraduate programs). Nurse educators in the academic setting with a **Post-BSN Certificate in Nursing Education** will be prepared as undergraduate clinical instructors and preceptors. In the service setting they will be prepared as specialty educators, and be able to conduct staff orientation and/or staff development activities.

The **Post-MSN Certificate in Nursing Education** prepares nurses with graduate degrees to teach in both service and academic settings (i.e.: clinical instructors, clinical preceptors for both undergraduate and graduate programs and to teach didactic content at the associate and BSN degree levels). The nurse with a **Post-MSN Certificate in Nursing Education** will be prepared to teach in undergrad programs in academic and service settings. Having this certification coupled with a graduate level degree in a nursing specialty area, these nurses will be able to teach clinical specialty courses at the masters level and function as a preceptor for master degree students.

7) How does this certificate program complement the campus or departmental mission?

The new **Post-BSN Certificate in Nursing Education** will:

- Prepare clinical nurse educators who can teach undergraduate clinical programs for Oakland University and other universities and community colleges.
- Prepare clinical agency preceptors who can supervise Oakland University nursing students.
- In giving the **Post-BSN Certificate in Nursing Education** students equivalent credit for two of MSN specialty courses (NRS632 and NRS634), encourage post baccalaureate students to matriculate as full admitted masters degree students thus increasing enrollment in the MSN program.
- Offer certification opportunity to new faculty hired by Oakland University School of Nursing who do not have prior teaching preparation.
- Be marketable to outside health care agencies to prepare their clinical educators in the clinical service setting.

8) Describe any relationship to existing programs on the campus or within the university.

As indicated earlier, this proposal is requesting that the course content of the current graduate certificate in nursing education be moved to a post masters certification and replace it with this new *Post-BSN Certificate in Nursing Education*

9) List and indicate the resources required to implement the proposed program. Indicate sources (e.g., reallocations or any new resources such as personnel, library holdings, equipment, etc.).

This course will require the same level of support that all School of Nursing courses/programs require:

- Moodle website access
- Experienced academic nurse educator(s) to teach, evaluate student learning, and conduct grading.
- Experienced senior academic nurse educator as director/facilitator of post baccalaureate nursing education certification program(s), and websites for each of the courses.
- Office and computer access in the SON for the program director/facilitator and instructor(s)
- SON and University supports for on-line teaching
- Administrative and clerical support as needed

10) Describe any innovative features of the program (e.g., involvement with local or regional agencies, or offices, cooperative efforts with other institutions, etc.).

The intent of this *Post-BSN Certificate in Nursing Education* program is to prepare clinical nurses as clinical educators and preceptors for various providers and health care agencies within the community. It also has great potential for being an incentive for baccalaureate and/or masters prepared nurses to enter or continue graduate studies in nursing (i.e.: MSN, DPN, and/or PhD) and enter the academic side of nursing to prepare future BSN/ADN nurses.

11) Attach Graduate Assessment Plan

Copy of the present Oakland University School of Nursing Graduate Assessment Plan is attached.