

**OAKLAND UNIVERSITY**  
**GRADUATE COUNCIL**

**Graduate Education**

**520 O'Dowd Hall**

**Create New 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 Executive Director, Graduate Study and Lifelong Learning <mailto:rammel@oakland.edu>

graduate certificate program

post masters graduate certificate program

Effective Term/Year	
<b>Fall 2015</b>	
Proposed Title of Graduate Certificate program <b>Graduate Certificate in Forensic Nursing</b>	
Associated Graduate Degree program <b>Master of Science in Nursing- Forensic Nursing</b>	
Department	College/School
<b>School of Nursing</b>	
The delivery method for the Graduate Certificate program is	
<input type="checkbox"/> face to face (100%) <input type="checkbox"/> fully online (100%) <input checked="" type="checkbox"/> partially online (50%)	

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

Karen S Dunn

Dept Chair or Director (signature)

4/29/14

Date

Karen S Dunn

Dept Chair or Director (print)

Kerri D. Schwing

Dean of College/School (signature)

4/29/14

Date

Kerri D. Schwing

Dean of College/School (print)

DECISION OF GRADUATE COUNCIL

Date

## Abstract

The Oakland University (OU) School of Nursing (SON) seeks approval for the proposed Graduate Certificate in Forensic Nursing (GCFN). 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. The proposed GCFN along with the 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 GCFN 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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- 1) Please provide the rationale and benefits for creating the proposed Graduate Certificate program. Use appropriate national, state, local, professional and disciplinary resources.

### **Rationale and Benefits of Program**

The purpose of the GCFN program is to provide currently unavailable education to practicing RNs who have an interest in providing care to forensic patients based on scientific principles and best practice guidelines. Forensic nursing is considered a specialty within nursing practice. As such, formal education in an academic setting is critical in order to grow professional nursing practice in this area.

As a specialty, forensic nursing knowledge is not part of undergraduate nursing curriculum. Further, this education is difficult to obtain at the graduate level or even for an RN to piece together the education through conferences, seminars, and independent training. There are currently no academic, forensic nursing programs in the State of Michigan and only a handful in the country. The OU SON is seeking to provide this much needed, yet lacking, forensic nursing education.

### **Promotion of University Role and Mission**

The GCFN is consistent with the OU mission in three of its “four essential ingredients for the direction of the university”: excellent and relevant instruction; 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. 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.

## **3. 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.

- 2) Provide narrative description of how the certificate program was designed to meet local market, regional or national or online market needs.**

### **Program Need**

#### **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

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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 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 becoming a FN may allow a RN 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 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 a FN presently is via education in an out-of-state academic institution. RNs can receive FN education via certificate programs (post-baccalaureate, post-masters) or graduate nursing program (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. Currently, there are no formal, academic forensic nursing programs in the State of Michigan, and only a select handful in the nation. As a result of these deficits, the OU SON has the unique opportunity to implement the first academically-based forensic nursing education program in Michigan and to increase the availability of quality FN education in a market that is lacking.

### **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

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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.

### Workforce Need

The need for FNs is continually growing. 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).

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- 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.

**Program Interest**

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 GCFN program at OU is designed to provide nurses with comprehensive FN education.

The GCFN projects to enroll 10 students annually. This enrollment projection 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.

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- 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.

**3) Describe the certificate requirements.**

**Certificate Requirements**

Students enrolled in the GCFN program must be fully admitted to the university by the Office of Graduate Studies and Lifelong Learning and program by the SON. Once admitted, students are required to take and successfully complete all six (6) courses within the GCFN. It is recommended that students follow the proposed plan of study for optimum success. Students must meet pre-requisite requirements prior to enrolling in courses. Students will have a maximum of three years to complete the certificate requirements.

**4) Provide a typical Plan of Study for students enrolled full-time in the proposed certificate program.**

**1. Plan of Study**

Fall I	Winter I	Summer I
NRS XX1 (3) Foundations of Forensic Nursing Science	NRS XX4 (4) Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment	NRS XX6 (2) Forensic Nurse Death Investigation

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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 XX7 (1) Forensic Nurse Death Investigation Clinical
NRS XX3 (1) Emergency Preparedness, Disaster Management, and Global/Societal Crimes Clinical		
<b>Fall II</b>	<b>Winter II</b>	<b>Summer II</b>
NRS XX8 (1) Advanced Forensic Nursing Seminar		
NRS XX9 (2) Advanced Forensic Nursing Interventions Clinical		

5) List the courses, including course delivery method and any new courses.

## Courses

Course	Title	Credits	Pre/Co-requisites	Delivery	New
NRS XX1	Foundations of Forensic Nursing Science	3		hybrid	Yes
NRS XX2	Emergency Preparedness, Disaster Management, and Global/Societal Crimes	2	NRS XX1	hybrid	Yes
NRS XX3	Emergency Preparedness, Disaster Management, and Global/Societal Crimes Clinical	1	NRS XX1, NRS XX2	hybrid	Yes
NRS XX4	Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment	4	NRS XX1, NRS XX2, NRS XX3	hybrid	Yes
NRS XX5	Care of Patients Experiencing Sexual Assault, Interpersonal Violence, and Child/Elder Maltreatment Clinical	2	NRS XX1, NRS XX2, NRS XX3, NRS XX4	hybrid	Yes
NRS XX6	Forensic Nurse Death Investigation	2	NRS XX1, NRS XX2, NRS XX3, NRS XX4, NRS XX5	hybrid	Yes
NRS XX7	Forensic Nurse Death Investigation Clinical	1	NRS XX1, NRS XX2, NRS XX3, NRS XX4, NRS XX 5, NRS XX6	hybrid	Yes
NRS XX8	Advanced Forensic Nursing Seminar	1	All other Functional Area Content courses must be completed	hybrid	Yes
NRS XX9	Advanced Forensic Nursing Interventions Clinical	2	All other Functional Area Content courses must be completed	hybrid	Yes
Subtotal		18			

\* A = Face to Face (100%)

B\* = Hybrid (less than 75% Online)

C\* = Online (75% or more Online)

6) What are the program admission requirements for this Graduate Certificate?

### Admission Requirements

The GCFN 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 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.

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**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.

7) Describe the student population to be served.

**Student Population**

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 GCFN program 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 GCFN appealing. First, it would provide these nurses with a certificate upon completion lending credibility to their FN practice. Second, the GCFN 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.

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 be eligible for the GCFN. As a result, the SON may see an increase in enrollment in the RN to BSN completion program. Further, nurses 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

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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-FN.

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

### **Complement to Department Mission**

#### **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.

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

### **Relationship to Existing Programs**

All 18 credits required for the GCFN are transferable to the MSN-FN program.

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- 10) 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.).

**Resources**

The GCFN will share all resources with the MSN-FN program. No additional resources will need to be requested.

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

**Innovative Features**

1. This is the first FN program in the state of Michigan and one of few within the county
2. It is a rapidly developing specialty that has the opportunity for growth.
3. The International Association of Forensic Nurses has developed an on-line training program for their SANE didactic coursework. The organization is in need of clinical sites for students to complete their laboratory based education. The IAFN has expressed interest in the OU SON as a potential clinical site. This will bring in additional revenue to the SON and university as well as increase notoriety for the Forensic Nursing program.
4. Because forensics is an interprofessional specialty that requires expertise and collaboration between many disciplines including healthcare, criminal justice, social justice, and the legal system, 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 be opportunities for students to partner with faculty/students from the various departments/ schools in the university during their clinical and course work.
5. In addition to partnerships on campus, the GCFN 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).
- 6.

<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	Michigan chapter: IAFN	Department of Sociology, Anthropology, Social Work and Criminal Justice
Emergency Nurses Association	Michigan chapter: ENA	School of Health Sciences
American Red Cross	Macomb Community College Emergency Training Center	OU, William Beaumont School of Medicine

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Federal Emergency Management Agency	Michigan State Police Forensic Science Division	Violence Prevention Task Force
Gift of Life	SANE programs Turning Point of Macomb County HAVEN of Oakland County Wayne County SAFE	Graham Health Center
	Oakland County Prosecutors' Office	OU Police Department
	Michigan State Crime Lab	
	Medical Examiner Offices Macomb County Oakland County Wayne County	
	Oakland County Coordinating Council Against Domestic Violence	
	Macomb County Sheriff's Office	
	New Baltimore Police Department	

12) Provide narrative description of any wage analysis the department may have performed, including any consideration of Bureau of Labor Statistics wage data related to the new graduate certificate program. Provide list of businesses that would likely employ graduates of this graduate certificate program

**Career Opportunities**

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 (Bureau of Labor Statistics [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).

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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 in MSN-FN proposal 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.

13) Are there plans to teach 50% or more of the proposed Graduate Certificate program at any location(s) other than OU main campus? If yes, please specify the location.

no

## References

- American Nurses Association. (June 9, 2014a). *News release. Nursing specialty focusing on health effects of violence, crime joins ANA as new affiliate.*
- American Nurses Association. (2014b). *Workplace violence and incivility panel.*  
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