AUTHORIZATION TO PLAN AN ACADEMIC PROGRAM

1. School/College and Department/Unit: UH Hilo School of Nursing, College of Arts & Sciences

2. Chair of Planning Committee: Katharyn Daub, EdD, RN, CTN-A, Director

3. Program Category: X New ___ Modified ___ Interdisciplinary

4a. Degree or Certificate Proposed: Post Baccalaureate Doctorate of Nursing Practice (DNP) with eligibility for certification as Family Nurse Practitioner (FNP) and Advanced Transcultural Nursing (CTN)

4b. List similar degrees offered in UH System: Currently there is no Doctorate of Nursing Practice (DNP) program offered within the UH system or in the state of Hawaii. UH Manoa offers a PhD in Nursing.

5. Planning
   a. Planning period: August 2009 thru August 2010
   b. Activities to be undertaken during planning phase: During the one year planning period nine formal and numerous sub-committee meetings took place to discuss the feasibility of implementing this proposed program. These meetings focused on researching the need for such a program in the community, the existence of similar programs in the country, and trends in requirements for advanced practice nurses, especially those having authority to write prescriptions. Based on research and planning activities already underway, an HRSA (Health Resources and Services Administration) federal grant proposal has been written and approved totaling $383,130. These funds provide support for the creation and implementation of the proposed DNP program. Some of these grant funds are being used to fund consultation that has already begun with Dr. Julie Novak, DNP, RN, CPNP, FAANP, Professor and Associate Dean for Practice and Engagement, University of Texas Health Science Center at San Antonio. Dr. Novak is Professor Emeritus and the former Head and DNP Program Director for Purdue University and former Primary Care NP Program Director for the University of Virginia (UVA). Dr. Dula Pacquiau, EdD, RN, CTN is Professor and Director of the Stanley Bergen Center for Multicultural Education at the Research and Practice School of Nursing, University of Medicine and Dentistry of New Jersey, and the Senior Editor for the Journal of Transcultural Nursing. Drs. Novak and Pacquiau have agreed to teach in the program as lecturers/adjunct faculty/visiting scholars during Maymester, Summer Institute and January Intersession Intensives. This model has been quite effective in nursing education in highly ranked nursing programs such as Vanderbilt University, the Case Western Reserve University Francis Payne Bolton School of Nursing, and the University of Texas.
   c. Proposed Date of Implementation: AY2010-11 if all necessary approvals have been obtained -- UH Hilo would lead Hawaii in launching the first DNP program in the state. This timeline is realistic because DNP curricula are standardized nationally (AACN DNP Essentials). The UHH School of Nursing (SON) DNP Task Force and consultants have completed a culturally-proficient adaptation, and the full proposal will be completed shortly after approval of the ATP.
   d. Workload/budget implications during planning period: The planning is being conducted by existing faculty members and two external consultants. An HRSA federal grant has been received totaling $383,130 to fund consultation fees and travel expenses, faculty development and overload, administrative support, and equipment in order to meet the nursing program objectives in the development and initiation of this program (see also p. 5). Upon HRSA approval, rollover funds will be used to support teaching assistantships.

6a. Program Description: The University of Hawaii at Hilo School of Nursing, which currently offers a Baccalaureate of Science in Nursing (BSN), proposes to offer a Doctor of Nursing Practice (DNP) program. It would have two options: a Post Master’s program and a Post Baccalaureate program. The Post Master’s DNP program will allow existing APRNs to attain the highest practice degree, the DNP, as required by the American Association of Colleges of Nursing by 2015. The Post Master’s DNP
option builds on the strengths of individuals who are already licensed as advanced practice nurses by offering a doctoral program that enhances their knowledge of healthcare systems, health policy, and finance, and creates a cadre of new nursing faculty who can immediately address the nursing faculty shortage.

The Post Baccalaureate DNP program is intended to educate and train professionals as a Family Nurse Practitioner (FNP) with a subspecialty in Transcultural Nursing. The advanced education and training of the NP will provide quality primary healthcare for patients across the age continuum. The program will augment the shortage of primary care providers in rural areas of Hawaii. The development of the DNP option will build on a traditional FNP program by facilitating advanced scholarly inquiry as to best clinical evidence-based practices to meet the unique needs of the culturally diverse, rural and underserved communities of the state. The DNP curricula also builds on traditional master’s programs by providing education in evidence-based practice, systems design and leadership, health policy development, health economics, and quality improvements which address the demands of our complex healthcare environment.

6b. Goals & Objectives of the DNP Program:

Goal 1: To create an advanced nursing practice Doctor of Nursing Practice DNP program with a focus on practice and research in cultural diversity, chronic care, health promotion, and disease prevention in rural communities.

Objective 1: Develop and begin to implement a DNP curriculum that provides doctoral level education which includes the scientific knowledge and clinical research of populations required for safe nursing practice and growing concerns regarding the quality of patient care delivery and outcomes.

Objective 2: Provide unique education and training for graduate students in (a) cultural competency and culturally competent research methods, (b) chronic care management and the unique needs of the growing population of older adults, (c) health technology and electronic health records for use in rural areas, (d) community based participatory research to facilitate formation of community partnerships and engage people in the community in addressing their needs, and (e) healthcare systems design, finance, and policy development.

Objective 3: Develop a program that educates and trains primary healthcare providers who are grounded in community and population-based health promotion.

Objective 4: Develop a program that helps address health disparities and improve community capacity.

6c. How the Program Supports the Mission of the University of Hawaii at Hilo: The primary mission of UH Hilo is to offer high quality undergraduate liberal arts and professional programs. Selected graduate degree programs are also offered where the need is documented and the university has strong expertise. UH Hilo offers "hands-on" experiential learning, service, and leadership opportunities and especially encourages close student-faculty interaction and collaboration on research projects. The university encourages theoretical and applied research, and benefits Hawai‘i Island and the state through resource centers, community partnerships, continuing education, and distance learning programs (UH Hilo, 2000). http://www.uhh.hawaii.edu/uhh/strategic/vision_mission.php

The creation of the DNP program with a focus on transcultural nursing supports the mission of UH Hilo in providing a learning environment that is responsive to the needs of a richly diverse student population and community and stresses a rigorous and high quality advanced professional education in a personalized atmosphere. This educational experience facilitates student-faculty interactions, and offers interdisciplinary experiential clinical, leadership, and research experiences. This program places an emphasis on delivery of quality transcultural primary care within a rural environment.

6d. Strategic Plan:

- Develop a DNP course curriculum and course outlines by December 2009 (ongoing).
• Submit Notification to Hawaii State Board of Nursing for intent of Program Creation (Acknowledged by the Board of Nursing September 22, 2009).
• Seek program approval from the Western Association of Schools and Colleges (WASC) accrediting body.
• After program initiation, seek accreditation from the Commission for Collegiate Nursing Education (CCNE).
• Recruit and hire key personnel and consultants (Drs. Novak and Pacquiau have made three visits and have agreed to teach in the program as adjunct faculty)
• Develop catalog for the program (by March 2010).
• Actively recruit students for the program (Upon approval).
• Phase I: Creation of a curricular track for entry of master’s-holding advanced practice nurses, and a post-BSN track to begin the DNP upon program approval (Draft curriculum completed November 19, 2009).
• Phase II: Creation of a dual degree track component that will allow students to obtain both a DNP and PharmD from the UH Hilo College of Pharmacy. This will be the first program of its kind in the state and nation.

7. Program Justification

DNPs are healthcare practitioners who will provide quality primary care for patients across the age continuum with a focus on diagnosing and treating common acute and chronic illnesses, prescribing medications, and administering physical exams. In addition DNP roles focus on wellness, patient education, disease prevention, chronic disease management, health policy, healthcare system designs, and cost effectiveness. According to the Hawaii Immigrant Health Initiative Hawaii Primary Care Association (2004), residents in Hawaii have high rates of chronic conditions such as heart disease, chronic obstructive pulmonary disease (COPD), obesity, and diabetes mellitus (Hawaii Department of Health, 2004) http://www.hawaiipca.net/resources. The program will prepare students to provide individualized and comprehensive care which will enhance self-management capabilities including enhanced understanding of use of medications for the growing number of patients reported on the Big Island with chronic conditions, including the growing population of older adults.

The development of the DNP program will increase the number of primary care providers and experts in healthcare system design, finance, and policy development available to residents of Hawaii. On the Big Island, there are only 76 advanced practice registered nurses (APRNs) (State of Hawaii Board of Nursing Report, October, 2009). This is one of the lowest ratios of APRNs per capita in the US (1 APRN per 2,252.5 residents of the Big Island). The Governor of Hawaii recently signed legislation deeming APRNs as “primary care providers.” This stature grants Hawaii’s APRNs with global signature authority, allowing access to full prescriptive authority (including controlled substances), medical equipment, and therapeutic regimens. Their joint formulary authority was moved to the Board of Nursing, providing the flexibility to remove any requirement for a “collegial or supervisory” relationship with a physician. Twenty five of the 50 states allow APRNs to practice without the supervision of a physician.

http://bhpr.hrsa.gov/healthworkforce/reports/statessumaries/hawaii.htm

Approximately one-third of UHH BSN graduates plan to pursue advanced practice/DNP education within one to three years of obtaining their BSN. For example, of the 28 May 2009 BSN graduates, four immediately entered graduate studies. Because we had no UHH SON options they had to leave the Island to pursue their academic goals at UH Manoa and mainland institutions. Please see the attachment A for graduate study intentions of current UHH SON students. The UHH SON currently has an educational pipeline allowing nursing graduates from the community college associate degree programs to complete the baccalaureate degree via online classes and clinical sites on Hawaii Island as well as on the islands of Maui and Kaua‘i. In a 2008 survey of Hawaii associate degree and baccalaureate nursing program graduates, 20.2% of respondents indicated that a major factor that has prevented them from obtaining a higher education in nursing is that the an advanced degree in nursing program is not available locally (UH Hilo Department of Nursing, 2006). A post-baccalaureate DNP will allow graduates of baccalaureate nursing programs to seamlessly enter an advanced degree program. In addition, advanced practice nurses already graduated from master’s in
nursing programs will have the means to complete the DNP at the post-master’s level. The addition of the DNP would expand the pool of UHH SON applicants, create a pipeline from pre-nursing licensure to the terminal professional DNP degree, facilitate selection of those candidates who are academically prepared for the rigors of advanced nursing education programs, and allow for greater diversity or geographic distribution throughout the state of Hawaii (HRSA (2008). See The Nursing Pipeline at http://bhpr.hrsa.gov/healthworkforce/reports/nursing/nursinged5/1.htm

In addition to increasing the number of primary care providers available to residents of Hawaii, DNP graduates will also create a pool of qualified nursing faculty candidates to address the severe shortage. Much attention has been focused on the harsh realities that healthcare faces due to the current nursing shortage, which is expected to worsen in the next three years. The National League for Nursing (NLN) reports a direct correlation between the nursing shortage and the lack of adequate numbers of nursing faculty to teach our future nurses (NLN website, 2009). Unfortunately, this is also a shortage that is expected to increase, with 1 in 5 nursing faculty members facing retirement in the next 5 years (NLN website, 2009). The creation of the DNP program will help add qualified applicants to the nursing academic workforce.

http://www.nln.org/governmentaffairs/pdf/Finance%20CommitteeTestimony.pdf

Creation of a DNP program will meet the increasing educational requirements for APRNs that are set for 2015. Currently, a master’s-prepared nurse can enter into an APRN position. In 2004, the American Association of Colleges of Nursing (AACN) endorsed a Position Paper on the Practice Doctorate in Nursing which calls for a change in the minimum education requirement for APRNs to be increased from a master’s degree to a practice doctorate by the year 2015 (AACN, 2004). UH Hilo’s creation of a DNP program will be the first program of its kind in the state of Hawaii to prepare students to meet these increased educational requirements.

http://www.aacn.nche.edu/Media/FactSheets/dnp.htm

The development of the Doctor of Nursing (DNP) option will facilitate advanced scholarly inquiry into best clinical evidence-based practices to meet the unique needs of rural and underserved communities. Such inquiry should lead to more cost-effective treatment approaches, prevention methods, technology systems, and health delivery modalities. Registered nurses working in rural areas are less likely to hold advanced degrees compared with urban counterparts, with implications for lack of nursing leadership in both rural hospitals and rural community health centers (Rural Health Research Center, 2007). DNP courses will be taught in a hybrid format; onsite, Executive Model weekend, and summer intensives onsite and on-line.


8. Description of Resources Required

8a. Faculty: Currently, the nursing department at UH Hilo has 6 faculty members who are NPs and would be qualified to teach in the proposed program. Utilization of these faculty members for DNP courses can be supplemented by utilizing visiting scholars/adjunct faculty/lecturers in their place for clinical courses in the current BSN program. DNP students will have the opportunity to serve as teaching assistants (TAs) which will not only prepare them for academic roles but provide mentored clinical instructors for the undergraduate program. In addition to utilizing current faculty, creation of the DNP program will require one additional full-time faculty member to be added for each of the first 3 years of implementation of the program. The DNP program is planned to utilize an Executive Model with didactic courses offered one weekend each month or in summer intensive formats with on-line augmentation allowing for utilization of affiliate faculty. This approach will reduce the cost of faculty salaries because adjunct faculty will be hired on a lecturer basis. The use of adjunct faculty will not only decrease costs of faculty salaries but will also increase flexibility of the Executive Model, allowing the program to recruit a variety of nursing educators who are active experts in their fields, thereby increasing the quality of the program. Our expert consultants, Drs. Novak and Pacquiau, are national nursing leaders in DNP education and have agreed to teach in the program in a summer intensive and online format. Paying an honorarium, travel and short-term housing costs is significantly less than full time salaries with fringe benefits. These affiliate faculty members will also further enrich the development of UHH SON faculty.
8b. Library Resources: Creation of the DNP program will require the purchase of additional library journals and textbooks. Program specific software purchases are planned to include SPSS, n-Vivo, EndNotes, and NP-Tracker. The cost of DNP library materials will be funded with planning grant funds. Numbers included in this 5-year budget are a reflection of the required annual professional fees for new cohorts as they enter the program and for an ongoing update of library materials. Please see attachment B.

8c. Physical Resources: No additional physical classroom or faculty office resources will be needed for the UHH SON faculty. A DNP faculty office will be provided by the College of Pharmacy. The program also will make use of existing faculty offices and classrooms in UCB. Utilization of an Executive Model with didactic courses offered one weekend each month or in intensive summer institute format with on-line augmentation allows for utilization of existing BSN facilities during periods of low utilization. The community is the laboratory in a DNP program. Experiences will occur in clinics, hospitals, and rural settings created for clinical experiences such as churches and schools. These settings will provide access to research populations for both faculty and students.

8d. Other Resources: Advanced physical assessment equipment and increased library holdings will be funded through the BHPr Congressional Initiative Health Resources & Services Administration (HRSA) Planning Grant.

9. Five Year Business Plan
   a. Annual Costs: Annual costs will include faculty salaries, coordination, and clerical personnel. Existing resources and reallocation of existing resources will be utilized. Currently, we have 6 faculty members who are NPs and would be qualified to teach in the proposed program. Please also see 8a Faculty Resources for additional information related to budget pertaining to faculty costs.
   b. Projected Enrollment & Tuition Estimate: The initial cohort accepted into the DNP program will consist of 10 students. After conducting an island wide survey of interest for the program, it is anticipated that the majority of the initially admitted students will be current BSN students and local registered nurses; the tuition estimates are based on 50% out-of-state and 50% in-state tuition for the DNP cohorts. Please see (Attachment A) survey of current UHH SON students and alumni intentions for graduate study.
   c. Program Funding: This program will be funded by (1) Special BHPr Congressional Initiative Health Resources & Services Grant (2) Campus tuition and fees. BHPr Congressional Initiative Health Resources Grant funding has already been approved totaling $383,130 to assist with the development and implementation costs. Because of receipt of this HRSA planning grant and active support from Senator Daniel Inouye’s office for creation of this proposed program at UH Hilo, we will be a strong candidate for receipt of an HRSA Advanced Nursing Education Program Grant. Receipt of the HRSA Program Grant will provide $250,000-$350,000 per year in funding for program operational costs. Senate Appropriation funding through HRSA has been allocated to UHH SON for 2010 for $350,000 to assist with developing this proposed program. Additional funds also are possible through HRSA /Americans Relief and Recovery Act (ARRA) Stimulus Package grants, DHHS/HRSA Division of Nursing Graduate Student Traineeships, Helene Fuld Health Trust, and Johnson and Johnson. Traineeships are provided by the DHHS/HRSA Division of Nursing for DNP students. These traineeship grants occur on an annual basis. The HRSA grant will also cover the cost of teaching assistantships.
   d. Does the current or proposed budget include funds or a request for funds for the proposed program? Currently, no request for university funds is anticipated. Existing resources will be reallocated, tuition revenues will be utilized, grant funding already received will be utilized, and additional grants will be applied for.
   e. Given a “flat budget” situation, how will the proposed program be funded? Existing faculty resources will be used, and additional efforts will be exerted to seek external funding.
### Five Year Business Plan Table

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* The UHH Library assessment stated: “The program does not need further resources to begin but it is recommended that after the first few years that the DNP program spend $10,000 per year for the program. The library is requesting $2,000 of this for the OCLC Collection analysis.

** Tuition is set per semester and not based on credit hours.

*** Total revenue from tuition is based on rates of $6,000 resident and $12,000 non-resident per semester. The expectation is to maintain no less than 50% resident students in the program.

**** Estimates based on receipt of HRSA Program Grant)

10. Impact on Current Courses or Programs: The DNP program will have a beneficial impact by building upon the existing baccalaureate Nursing program (BSN) at UH Hilo to extend the “nursing pipeline.” The DNP program will allow students in the undergraduate program the opportunity to continue their educational pursuits here at UH Hilo. The program will also help with the nursing faculty shortage by creating a larger faculty candidate pool. Please see Attachment C for a market analysis.

11. If program is multidisciplinary, provide evidence of commitment for support from the colleges / departments, and/or individuals expected to participate. N/A
 Reviewed by: *(The ATP has completed the campus approval process prior to review by Council of Chief Academic Officers)*

**Campus Chief Academic Officer:**

Comments and Recommendations:

_______________________________________________________________________

Print Name   Signature    Date

**Council of Chief Academic Officers (System-wide Consultation):**

Comments and Recommendations:

_______________________________________________________________________

Print Name   Signature    Date

**Chancellor:** _____ Approved _____ Disapproved

_______________________________________________________________________

Print Name   Signature    Date

*(Final signed copy is provided to the Vice President of Academic Planning and Policy for Program Action Report)*