

THE UNIVERSITY OF ALABAMA

Resolution

Granting Approval of and Permission to Submit to the Alabama Commission on Higher Education (ACHE) the Establishment of a Concentration in Nurse Educator as a Reasonable Extension of the Existing Master of Science in Nursing (MSN) Degree (CIP Code 51.3801) in the Capstone College of Nursing

WHEREAS, the Capstone College of Nursing at The University of Alabama currently offers a successful Master of Science in Nursing (MSN) Program to graduate students in the College of Nursing; and

WHEREAS, the Nurse Educator Concentration will utilize the existing core MSN courses and combine them with three new Nurse Educator courses to provide individuals interested in gaining and/or enhancing skills to serve in educator roles; and

WHEREAS, this concentration will prepare individuals for obtaining educator positions in both health care organizations and academic settings; and

WHEREAS, there is a great demand for nurses to have the Nurse Educator Concentration preparation in order to fill vacant faculty positions and educate new nurses; and

WHEREAS, the Nurse Educator Concentration builds on the widely recognized skill and expertise of the current faculty and on current course offerings;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of The University of Alabama that it hereby grants approval of and permission to submit to the Alabama Commission on Higher Education (ACHE) the establishment of a Concentration in Nurse Educator as a Reasonable Extension of the existing Master of Science in Nursing (MSN) degree (CIP Code 51.3801) in the Capstone College of Nursing at The University of Alabama.

April 21, 2023

Chancellor Finis E. St. John IV
The University of Alabama System
500 University Boulevard East
Tuscaloosa, Alabama 35401

Dear Chancellor St. John:

I am pleased to endorse the recommendation from Executive Vice President and Provost James Dalton and Deans Susan Carvalho of the Graduate School and Suzanne Prevost of the Capstone College of Nursing for the approval of the attached Nurse Educator Concentration in the existing Master of Science in Nursing (MSN) degree. This concentration will consist of 17 credit hours and prepare nursing students for educator positions in healthcare organizations and academic settings.

If you approve of this concentration, I would appreciate you forwarding this request to the Board of Trustees at your earliest convenience.

Sincerely,



Stuart R. Bell
President

c: Executive Vice President and Provost James Dalton
Dean Susan Carvalho
Dean Suzanne Prevost



April 21, 2023

President Stuart R. Bell
The University of Alabama
203 Rose Administration
Tuscaloosa, Alabama 35487

Dear President Bell:

I am pleased to endorse the recommendation from Dean Susan Carvalho of the Graduate School and Dean Suzanne Prevost of the Capstone College of Nursing for the approval of the attached Nurse Educator Concentration in the existing Master of Science in Nursing (MSN) degree. This concentration will consist of 17 credit hours and prepare nursing students for educator positions in healthcare organizations and academic settings.

If you approve of this concentration, I would appreciate you forwarding this request to Chancellor St. John for his approval.

Sincerely,



James T. Dalton, Ph.D.
Executive Vice President and Provost

Enclosure

c: Dean Susan Carvalho
Dean Suzanne Prevost



Capstone College of
Nursing

November 7, 2022

Dr. Susan Carvalho
Associate Provost and Dean of the Graduate School
The University of Alabama
Suite 100, Rose Administration Bldg.
Box 0118
Tuscaloosa, AL 35487

Dear Dean Carvalho,

I am writing to express my enthusiastic support for the development of the Nurse Educator concentration for our Master of Science in Nursing (MSN) program. The faculty and Dr. Pat Carter, our Associate Dean for Graduate Programs, have worked together to develop this new concentration.

This new concentration will make use of our existing graduate courses and add three new courses specifically focused on supporting student development of nurse educator skills. Nurses who possess these skills are in high demand to fill the current and anticipated vacant faculty roles in colleges of nursing across the country. These graduates will also be equipped to fill nurse educator positions in health care organizations to support ongoing educational needs of healthcare staff. Finally, this concentration has the potential to feed the pipeline to our Doctorate of Nursing Practice (DNP), Joint (with UAH) Nursing Science (PhD) programs, and the Nurse Education concentration within the Instructional Leadership (EdD) program.

The proposal has been reviewed and approved in both our Graduate Education Committee (curriculum) and our Graduate Faculty Committee.

Sincerely,

Suzanne S. Prevost, RN, PhD, FAAN
Angelyn Adams Giambalvo Dean and Professor

THE UNIVERSITY OF ALABAMA[®]

Box 870358 | Tuscaloosa, AL 35487-0358 | 205-348-6639 | Fax 205-348-5559 | <http://nursing.ua.edu>

Faculty Roster Form

Qualifications of Full-Time and Part-Time Faculty

Name of Institution: The University of Alabama Capstone College of Nursing

Name of Academic Program: Nurse Educator MSN concentration

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (F, P)	*COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality (OL, OCIS)
Kristi Acker (F)	NUR 514 – Research & evidence-based practice, 3 credit hours (G)	Doctorate of Nursing Practice (DNP), PhD Nursing Science, Board certified family nurse practitioner	30 years clinical experience in advanced rural health care & 6 years teaching experience in nursing.
Wonda Burton (F)	NUR 500 – Population health, 3 credit hours (G)	PhD health education and health promotion, MSHES	Focused research area to improve health and wellbeing of diverse and medically underserved in rural areas
Jill Hobbs (F)	NUR 505 – Advanced Health Assessment, 3 credit hours (G) NUR 521 – Advanced Pharmacology, 3 credit hours (G)	EdD Instructional Leadership for Nurse Educators, Board certified Family Nurse Practitioner	20 years clinical experience, 15 years teaching experience in nursing
Sarah Kaylor (F)	NUR 5xx – Clinical Immersion Practicum, 3 credit hours (G) NUR 620 – Curriculum Theory & Practice, 3 credit hours (G)	EdD Instructional Leadership for Nurse Educators, Certified nurse educator	16 years clinical experience, 13 years teaching experience in nursing
Clara Owings (F)	NUR 529 – Pathophysiology Advanced, 3 credit hours (G)	EdD Instructional Leadership for Nurse Educators, Board certified family nurse practitioner	33 years clinical experience, 16 years teaching experience in nursing
Todd Smith (F)	NUR 507 – Organizational & systems leadership, 3 credit hours (G) NUR 519 – Health Policy & Finance, 3 credit hours (G)	PhD health services administration, health services management, MBA, Advanced board certified nurse executive.	24 years clinical experience, 19 years teaching experience in nursing
Monica Wedgeworth (F)	NUR 503 – Informatics in Healthcare NUR 5xx – Academic Immersion Practicum, 3 credit hours (G)	EdD Instructional Leadership for Nurse Educators, Certified nurse educator, certified nursing case manager, advanced training in teaching healthcare informatics.	25 years clinical experience, 18 years teaching experience in nursing

Abbreviations: (F, P): Full-Time or Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment Course; (OL, OCIS): Online, Off-Campus Instructional Site

* Courses Taught – For substantive change prospectuses/applications, list the courses *to be taught*, not historical teaching assignments.

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (F, P)	*COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality (OL, OCIS)
Susan Welch (F)	NUR 531 – Nursing Faculty Roles & Responsibilities, 3 credit hours (G) NUR 5xx – Teaching & Learning Strategies, 3 credit hours (G)	EdD Instructional Leadership for Nurse Educators. Currently enrolled in a PhD program. Recognized national & international expert in curricular development and program evaluation.	28 years clinical experience, 17 years teaching experience in nursing
Additional Faculty (To Be Hired)			
1	2	3	4
FACULTY POSITION (F, P)	*COURSES TO BE TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK THAT WILL BE REQUIRED Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality (OL, OCIS)
None at this time			
Summary of Faculty Count			
Current Full-Time	8	Additional Comments (optional): The faculty listed above are the core faculty who have contributed to the development of this program proposal and the new course descriptions and objectives. They will be the core faculty when the program launches to develop and teach the new courses. This work will be done in-load and their time and workload has been planned for these activities. Of note, there are 7 courses (NUR 503, 505, 507, 514, 519, 521, & 529) that are part of our currently approved is need. MSN program. Students in the NEd program will be added to these existing courses.	
Current Part-Time	0		
Additional Full-Time	0		
Additional Part-Time	0		

Abbreviations: (F, P): Full-Time or Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment Course; (OL, OCIS): Online, Off-Campus Instructional Site

* Courses Taught – For substantive change prospectuses/applications, list the courses *to be taught*, not historical teaching assignments.

**ALABAMA COMMISSION ON HIGHER EDUCATION
INSTRUCTION**

**Proposal Form for the Addition of an Option, Track, Specialization, or
Concentration, etc., to an Existing Program**

1. Institution: **The University of Alabama**
2. CIP Code, Program Title, and Degree Nomenclature of the existing program [see instructions below]:

CIP Code: 51.3801
 Program Title: Nursing
 Degree Nomenclature: MSN

3. Name of the proposed extension: **Nurse Educator**

4. **Fill in the table provided** with the following information:

Semester Hours in the General Education Curriculum	N/A
Semester Hours in the Program Core	24
Semester Hours in the Option, Concentration, etc.	17
Semester Hours in other coursework (<i>Thesis Research or Non-Thesis Electives</i>)	0
Total Semester Hours in the Program with the Proposed Extension/Alteration	41

5. List the courses in the program core with the number of semester hours for each:

Code and Title		Hours
NUR 500	Population Health	3
NUR 503	Nursing Informatics Healthcare	3
NUR 507	Org Systems Leadership	3
NUR 514	Research Evid-Based Practice	3
NUR 519	Health Policy & Finance	3
NUR 505	Advanced Health Assessment	3
NUR 521	Advanced Pharmacology	3
NUR 529	Advanced Pathophysiology	3

6. List the courses in the proposed option, concentration, specialization, or track, etc., with the credit hours for each:

Code and Title		Hours
NUR 531	Nursing Faculty Roles and Responsibilities	3
NUR 620	Curriculum Theory & Practice	3
NUR 5XX	TEACHING LEARNING STRATEGIES	3

Code and Title	Hours
NUR 5XX CLINICAL IMMERSION PRACTICUM	4
NUR 5XX ACADEMIC IMMERSION PRACTICUM	4
Total Credit Hours	17

7. What is the scope or effect of the proposed extension?

- a. How many of the major courses to be offered by the proposed extension are offered in the existing program?

All seven of the core courses for the MSN program are currently offered. Additionally, two of the five concentration courses are currently offered. Three new concentration courses have been approved by the faculty and are being developed.

- b. How will the proposed extension impact other public institutions?

Given the high demand for nurses who are prepared to fill educational roles in academia and clinical agencies that is anticipated to continue to increase, we anticipate minimal impact on other public institutions offering this or similar degrees/certificates.

- c. Will the proposed extension move the program listing to a new two-digit CIP category in the Commission's academic program inventory? No

8. What is the impact of the proposed change on the existing program or unit?

- a. What will be the budgetary impact of the proposed extension?

No additional physical facilities or equipment will be needed as this is a 100% online distance-accessible format. The current library holdings support the development and success of graduate nursing students.

- b. What changes in faculty and staff will be required to implement the proposed extension/alteration?

The majority of the courses in this concentration are already being offered and will require little adjustment to faculty workload to accommodate these concentration students. Concentration faculty will teach courses in load. In anticipation of the development and approval of this program, faculty workload has been re-distributed to the development of this program proposal and concentration courses. These same faculty will be assigned to teach in this program once approved. This program will require the development of three new concentration specific courses (1 didactic and 2 practicum). Our faculty have expertise in course development, and we have long history of working collaboratively with the Office of Teaching Innovation and Digital

Nurse Educator Concentration

Education (OTIDE) to ensure all quality standards are met in our online courses.

If the extension will require additional resources, please provide a list of sources of funds available for the extension.

No additional resources are necessary.

9. Please state the rationale for the extension/alteration.

This concentration utilizes core courses in our well-established online Master of Science in Nursing (MSN) programs and additional specialty courses to complete the Nurse Educator concentration. The MSN program at The University of Alabama's Capstone College of Nursing (CCN) was first offered in 1998 when the CCN was granted approval for its first graduate program, an MSN program with an emphasis on rural populations.

Currently, we offer the following MSN concentrations: Family Nurse Practitioner (FNP), Psychiatric Mental Health Nurse Practitioner (PMHNP), and Nurse Administrator (NA). We believe this Nursing Educator concentration will enhance the ability of the CCN to recruit additional students who wish to move into formal educational positions within healthcare organizations and colleges of nursing. This also will provide a pipeline of interested and qualified students for our Doctorate in Nursing Education (EdD, with the College of Education), Doctor of Philosophy (PhD, with the University of Alabama at Huntsville), and the Doctor of Nursing Practice (DNP) program; thus, meeting market-driven demands for graduates who are leaders in nursing education and healthcare.

Throughout each recruitment campaign for the past decade, prospective students have expressed the need and desire to complete a Nursing Education focused MSN. A needs assessment survey was sent to recent BSN graduates to gather data related to an interest in a Nurse Educator concentration. To date, 66% of stakeholder respondents indicated they were interested, with others expressing they wished the concentration was offered sooner as they were already enrolled in other universities. The CCN Coordinator of Graduate Student Services, who screens all applications, reports numerous monthly phone calls and emails from nurses who are interested in attending a Nurse Educator focused MSN at UA.

According to the American Association of Colleges of Nursing (AACN), schools in the United States turn away over 80,000 qualified applications from baccalaureate and graduate nursing programs in 2019, due to an insufficient number of faculty and clinical preceptors. Additionally, there were 1,637 faculty vacancies in 892 nursing schools with baccalaureate and graduate programs in the United States (AACN, 2019). Alarming, it is predicted that one-third of the current nursing faculty workforce in baccalaureate and graduate programs are expected to retire by 2025 (Fang & Kesten, 2016). This proposed Nurse

Nurse Educator Concentration

Educator concentration addresses a critical need to provide Nurse Educators to lead healthcare and academic programs in order to educate future nurses both in Alabama and across the nation.

Demand: At the CCN, we have 100% online distance-accessible MSN programs. This online delivery mode positions us well to recruit students from many states nationwide. During the past three years, we have admitted about 100 MSN students annually with multiple requests about a Nurse Educator concentration. The ability to offer this concentration would also create a direct pipeline into our CCN-associated doctoral programs.

Signature of Institution's Authorized Representative

Date

Title

The University of Alabama

Institution

April 11, 2023

Provost James Dalton
The University of Alabama
Office for Academic Affairs
254 Rose Administration Building
Tuscaloosa, AL 35487

Dear Provost Dalton:

I join Dean Suzanne Prevost in recommending the approval the attached proposal for concentration in the Master of Nursing Degree offered through the Capstone College of Nursing. The proposed concentration in Nurse Educator (CIP: 51.3801) meets specific student and programmatic needs and will attract new graduate enrollments.

This concentration was recommended for approval by the Graduate Council of The University of Alabama at its meeting on April 5, 2023. We ask for timely handling of this item so that it may be considered at the June 2023 Board of Trustees meeting.

If you approve of this proposal, please forward this request to President Bell at your earliest convenience.

Sincerely,



Dr. Susan Carvalho
Associate Provost and Dean of the Graduate School

c.: Dr. Andre Denham, Associate Dean, Graduate School
Dr. Suzanne Prevost, Capstone College of Nursing