

APPENDIX J

University of North Carolina at Greensboro Request to Establish a Doctoral Program in Nursing

Introduction

Following a recommendation from the Graduate Council and from the Senior Vice President for Academic Affairs, the Committee on Educational Planning, Policies, and Programs approved on November 13, 2003 the request from UNCG to plan a doctoral program in Nursing. The University of North Carolina at Greensboro now seeks approval to establish a doctoral program in Nursing (CIP: 51.1608) effective August 2005.

Program Description

The institution describes the new program as follows:

The School of Nursing requests authorization to establish a doctoral program in Nursing that is needed urgently to: 1) Prepare nurse scientists who will pursue intellectual inquiry and develop knowledge to promote health and eliminate disparities in health outcomes for ethnic minorities, women, children, and older adults; and 2) Develop nurse scholars who will meet the critical demand for educators in the academy and administrators in the healthcare industry in North Carolina and the nation. The proposed PhD program will include theory, research methods, health promotion and outcomes as well as directed studies for research and scholarly role development in academia and industry. The research areas build on faculty expertise and research programs that address health promotion and health disparities in access to care, treatment, and outcomes for selected populations. The doctoral program builds on successful master's concentrations in nursing education and administration and a new MSN/MBA program in the UNCG School of Nursing. Cognates and electives in areas such as Health and Human Performance, Family Studies, Business, and Education will be required for depth and breadth of study as well as interdisciplinary perspectives with populations of interest in the community.

The doctoral program will consist of 57 credits of coursework and dissertation that may be completed by the full-time student in three years or part-time over a four to five-year period. The PhD program plan will include content in the areas of philosophy of knowledge development and theory analysis (6 credits); health promotion, health disparities, and policy and ethics (9 credits); research methodology and statistics (12 credits); nurse scientist role development for academia and industry (6 credits); directed research (3 credits); cognates and elective (9 credits); and dissertation (12 credits). A master's degree in Nursing will be an entry requirement. The proposed program will be developed in accordance with educational standards and position statements such as *Indicators of Quality in Research-Focused Doctoral Programs in Nursing* (AACN, 2001c), *Nursing Education's Agenda for the 21st Century* (AACN, 1999b), and *Recreating Health Professional Practice for a New Century* (Pew Health Professions Commission, 1998). These documents support the immediate development of quality doctoral programs that will address culturally sensitive care, access to healthcare for persons with unmet needs, and leadership in education and the healthcare industry.

Blended traditional classroom instruction and web-enhanced synchronous and asynchronous instruction will be used to deliver the program. Mentoring relationships of doctoral students with faculty will be developed through directed studies in research, an internship in academia or industry, and dissertation hours. Enrollments in the proposed doctoral program will be limited to a total of six full-time and four part-time admissions each year to facilitate mentoring relationships and timely program completion.

Program Review

The review process is designed to surface strengths and weaknesses in proposed new degree programs. Proposals to establish new doctoral programs are reviewed internally and externally. The concerns from the two review processes were summarized in a letter to the Chancellor prior to the presentation to the Graduate Council. That summary follows:

The two reviews are supportive of the degree program and both identify significant strengths of the proposed program. Reviewer 2 and the internal review process identified a number of issues that need further attention. Moving a faculty to be a doctoral-level faculty is a developmental process. Reviewer 2 thinks it a good idea to put in place an explicit development process, especially for junior faculty, to have them mentored by senior faculty. Related issues are the need to expand considerably the research effort of faculty and the gaining of external research funding. The reviewer recognized that steps are being taken in that direction with the establishment of an office for research. Reviewer 2 thinks it is extremely important to have some senior hires who already have established research records both to direct doctoral students and to serve as mentors to junior faculty and to stimulate more externally funded research.

Other issues raised had to do with the support of graduate students. Would there be adequate financial support to allow full-time study, would students have an opportunity to specialize, would there be adequate lab space for student research in addition to faculty research, should the number of initial admits be slightly smaller, and is the timetable for completion of the program realistic?

There were some other issues raised that should be considered. While both reviewers were very positive about the choice of the focus on health disparities over the life span, reviewer 2 recommends that UNCG consider adding gerontology as a possible focus as well, given the track record of the faculty in this area. Also the program is asked to consider a BSN to Ph.D. program. This is a good idea but I think it may be wiser to consider that after the current proposal is fully established.

On the issue of student and employer demand, all agree that the pool of students and employment opportunity would both be strong. The curriculum is judged to be satisfactory for a doctoral program.

Graduate Council

The Graduate Council had, as a basis for its consideration, the proposal to establish the program, copies of the outside reviews of the program, the summary letter to the Chancellor, and a presentation to the Council by representatives of the program.

Response

UNCG has committed four senior faculty members to this program along with a full-time biostatistician and a full-time program assistant. This will provide an additional group of faculty to mentor junior faculty and doctoral students in the program. The nursing program has a number of external grants and has established an office of research to assist faculty with grant activity. Attention has been given to the support of graduate students including an internal allocation of \$100,000 for assistantships.

Recommendation by the Graduate Council

After consideration of the issues raised by reviewers and Council members, the Graduate Council voted, without dissent, to recommend approval to establish this doctoral program in Nursing.

Need for the Program

There is a dire need for additional nursing faculty in North Carolina and across the nation. While current nursing faculty have doctorates in a range of fields, the growing demand is for nursing faculty for graduate programs to have training in the discipline. UNCG has a distinctive program, both on site and online, at the master's level to produce master's trained faculty particularly for teaching at the community colleges. This addition of a doctoral program will enhance the state's ability to produce nurses.

Resources

Support for the program will come from internal reallocations, external grants, and enrollment growth.

Recommendations

One reviewer commented, "The strength of the program at the University of North Carolina at Greensboro is the outstanding doctorally-prepared faculty, the research initiatives, and especially the National Center for Minority Health Disparities. This center can be a launching point for future research initiatives in this important area."

The Office of the President recommends that the Board of Governors approve the request from the University of North Carolina at Greensboro to establish a doctoral program in Nursing effective August 2005.

Approved to be Recommended to the Committee on Educational Planning, Policies, and Programs of the Board of Governors

Senior Vice President Gretchen M. Bataille

November 2, 2004