

APPENDIX R

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

Introduction

The University of North Carolina at Greensboro requests approval to plan a doctoral program in Nursing (CIP: 51.1608).

Program Description

The institution provided the following description of the program:

The School of Nursing requests 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 service/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 role development 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 in three to four years or part-time over a five-year period. The PhD program plan will include content in the areas of philosophy of science and nursing/healthcare theories (6 credits); health promotion, outcomes, policy, and ethics (9 credits); research methodology and statistics (12 credits); role development and directed studies in academia or service/industry (6 credits); directed research studies (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, web-enhanced synchronous and asynchronous access, and alternative format instruction will be used to deliver the program. Mentoring

relationships of doctoral students with faculty will be developed through directed studies in research and scholarly roles 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 the mentoring relationships.

Educational objectives for the research-focused doctoral program in nursing are to:

1. Markedly increase the number of nurse scientists who will advance the discipline through scholarly inquiry.
2. Produce leaders who will advance the nursing profession and promote optimal health for ethnic minorities, women, children, and older adults.
3. Develop scholars who will meet the academic and healthcare industry needs for nursing in North Carolina and the nation.

Program Review

The review process for requests to plan is designed to determine if the proposal is developed to the stage appropriate for taking to the Graduate Council and if so what are the issues that may need further attention. Proposals to plan doctoral programs are reviewed internally. The concerns from the reviewers were summarized in a letter to the Chancellor prior to the presentation to the Graduate Council. That summary follows:

A number of issues were identified in the review process, which I will summarize for you. Some sections of the proposal seem a bit out of date, for example, the proposal does not recognize that the doctoral program at ECU is now in operation. And there are other sections that reflect data or events that are a couple of years old. All these sections need to be brought up to date.

One reviewer wanted greater clarification of the objectives of the program, how the focus of the program may have changed as it has gone through a development process in recent years and how the program's objectives will fit with the focus in each of the other doctoral programs in the State. This would allow a more direct discussion of the principal of non-duplication as you formulate the directions for this program.

The proposal recounts the great need for nursing faculty in NC and nationally. There needs to be more attention to how the program expects to alleviate the faculty shortage in NC as well as more attention to how UNCG will be successful in finding additional faculty for its doctoral program. It would also be helpful to discuss how the number of students together in the NC doctoral programs can have a positive impact on the faculty shortage in NC. For example, if this program is in place will the three of them be able to meet the need? Or would you envision overproduction at some time in the future. How does the production of doctoral-level faculty relate to your effort to expand master's-trained faculty for certain institutions.

One of the reviewers asked that you respond to the option of accepting baccalaureate students directly into a doctoral program as many of the sciences do. Is this feasible in this field and would it speed up time to degree?

Graduate Council

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

Response

Representatives of the program identified the great need for more doctoral training nurses both to provide faculty for academic institutions at all levels and to work in an ever more complex health delivery environment. UNCG program combined with the long-standing program at UNC CH and the newly established program at ECU should add significantly to the production of doctoral-trained nurses in NC. The representatives emphasized the need for nurse scientists and will gear their program to their training. UNCG has a large nursing faculty (54, with 31 with doctorates) and the largest nursing graduate program in North Carolina and is in a position to move rapidly to the production of doctorates in Nursing.

Need for the Program

While we are facing a major shortage of nurses, the problem is compounded by the fact that it is difficult to find enough nursing faculty to expand nursing programs. Producing more doctoral-trained nurses is one of the necessary steps to expand the infrastructure to produce more nurses.

Recommendation by the Graduate Council

After consideration of the issues raised by previous reviewers and Council members, the Graduate Council voted, without dissent, to recommend approval for the University of North Carolina at Greensboro to plan a doctoral program in Nursing.

Issues to Address in Planning

UNCG has expressed a willingness to consider the option of going directly from the bachelor's degree into the doctoral program. The planning process might be a good time to do so.

Recommendation

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