November 15, 2018

Dr. Pamela Zarkowski, Provost
RE: Emergency Nurse Practitioner Post-Masters Certificate

Dear Dr. Zarkowski,

The MFA received this proposal from The Graduate Standards and Enrollment Management Committee with an approval of the proposal. The MFA reviewed this proposal during our November 15, 2018 meeting. The MFA has unanimously voted in support of this proposal.

Please do not hesitate to contact me if you have any questions or in need of further information.

Theresa Wyatt

Theresa R. Wyatt
for the McNichols Faculty Assembly

CC: Dean Neal Rosenberg
    Dr. Jennifer Ruel
    Dr. Janet Baiardi
University of Detroit Mercy

Emergency Nurse Practitioner Post-Masters Certificate

Respectfully Submitted By:

Jennifer Ruel DNP, FNP-BC, ENP-BC, Associate Clinical Professor
McAuley School of Nursing
A. Summary
Nurse practitioners have been practicing in emergency care for close to five decades and internationally, emergency nurse practitioner (ENP) models of care have demonstrated safety, effectiveness, and quality care outcomes. There are currently over 200,000 nurse practitioners (NPs) in the United States and just over 6% report practicing in emergency care settings (AANP, 2014). As the utilization of NPs in emergency settings increases, the need for well-educated, academically prepared nurse practitioners in emergency care (EC) will become greater. Aligning graduate-level academic preparation with advanced practice competencies and supporting secondary certification in the emergency specialty in accordance with the APRN Consensus Model, is essential.

Although NPs are being increasingly utilized in the provision of EC, emergency department NPs have little formal education regarding the role. Furthermore, there is increasing evidence in the nursing literature that describes the role of the NP in emergency settings and in 2008 the Emergency Nurses Association (ENA) published Competencies for Nurse Practitioners in Emergency Care that were endorsed by the National Organization for Nurse Practitioner Faculty (NONPF).

Both emergency nursing and emergency medicine are recognized specialties and there is now specialty certification for NPs in this role. The American Academy of Nurse Practitioners Certification Board (AANPCB) offers specialty certification through an exam for the emergency nurse practitioner (ENP-C); however, candidates must first be certified with one of the population foci in accordance with the APRN Consensus Model.

Post-graduate training programs offering the possibility of secondary specialty certification as an ENP is an essential next step for role development of those NPs who are working in EC. The ENP role is distinct it spans both population and acuity continuums. Domains of advanced practice nursing in emergency care include emergent/critical care, urgent care, primary care, behavioral medicine, population health, and social medicine (Chan & Garbez, 2006). Care provided by NPs in emergency care settings require a vast body of knowledge relating to acute and chronic illnesses and injury as well as simple and complex skills. While the ENP does not increase a NPs scope of practice beyond initial certification and is not currently required for practice, it does provide a standardized national credential and nomenclature.

A recent needs assessment, among other evidence support the need for specific programs of study for the NP who desires to practice in emergency care environments such as emergency departments (EDs), urgent/fast track units, observational units, ambulatory urgent care settings, and correctional care facilities. In 2015, there were seven ENP programs in the US; today there are nearly ten. Currently in Michigan, there are no formal education programs for ENP. Academic preparation, both didactic and clinical experiences, should be tailored for the EC settings and should address care for all age groups, minor illnesses, major/critical illnesses, and traumatic injuries. Evidence-based educational offerings should support this specialty role, both with foundational materials and courses that reflect advanced practice level decision making.

With the increased utilization of emergency departments as access points to the healthcare system, the need for well-educated, academically prepared NPs in emergency care will become greater. The Congressional Budget Office estimates that 42 million individuals still lack appropriate health care coverage and ED visits continue to rise since the inception of the Affordable Care Act; increasing more than 20% in the last 10 years (AHA, 2015). In efforts to fill the gaps, aligning graduate-level academic preparation and supporting ENP certification are essential for preparing expert clinicians for not only today’s needs, but future needs as well. As responsibilities and the scope of practice of the ENP expand due to infra-, inter-, and extra- professional forces, so should the formal role and the academic preparation for that role.
B. Description of the Certificate

1. Narrative Description for Catalog
The College of Health Profession and the McAuley School of Nursing at the University of Detroit Mercy offers a program of a post-master’s certificate in Emergency Nurse Practitioner. This certificate academically prepares certified Family Nurse Practitioner’s (FNP) in emergency care in order to sit for specialty certification as an Emergency Nurse Practitioner (ENP). This six-course certificate emphasizes academic preparation in the emergency care specialization, including didactic, lab and clinical experiences for emergent care across the lifespan. It can be completed as a stand-alone certificate or in conjunction with the Doctor of Nursing Practice (DNP) degree, after completion of the MSN degree and national certification as a family nurse practitioner. After completion of this certificate program, students will be eligible for specialty certification as an Emergency Nurse Practitioner through the American Academy of Nurse Practitioners Certification Board (AANPCB).

2. Certificate Requirements
The Post-Master’s Certificate in Emergency Nurse Practitioner requires 15 credit hours of coursework to be completed over one year (3 consecutive semesters). All courses are required and include three ENP specialty courses consisting of both didactic and lab components, two ENP specialty clinical courses, and one course in ethical principles. In accordance with graduate nursing program standards, students must maintain a cumulative GPA of 3.0 or above and grades of B- or better in all courses for continued progression.

3. Curriculum Matrix

Required Courses & Progression

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>+NUR 5270</td>
<td>Emergency Nurse Practitioner I</td>
<td>2</td>
</tr>
<tr>
<td>*NUR 7010</td>
<td>Ethical Issues in Advanced Nursing Practice</td>
<td>3</td>
</tr>
<tr>
<td>+NUR 6170</td>
<td>Emergency Nurse Practitioner II &amp; Procedures</td>
<td>3</td>
</tr>
<tr>
<td>+NUR 6175</td>
<td>ENP Clinical II</td>
<td>2</td>
</tr>
<tr>
<td>+NUR 6270</td>
<td>Emergency Nurse Practitioner III &amp; Procedures</td>
<td>3</td>
</tr>
<tr>
<td>+NUR 6275</td>
<td>ENP Clinical III</td>
<td>2</td>
</tr>
</tbody>
</table>

Total 15 cr

This certificate program is designed for the part-time post master’s student.

<table>
<thead>
<tr>
<th>SEMESTER I</th>
<th>SEMESTER II</th>
<th>SEMESTER III</th>
</tr>
</thead>
<tbody>
<tr>
<td>NUR 5270 Emergency Nurse Practitioner I (2 credit)</td>
<td>NUR 6170 Emergency Nurse Practitioner II &amp; Procedures (3 credits)</td>
<td>NUR 6270 Emergency Nurse Practitioner III &amp; Procedures (3 credits)</td>
</tr>
<tr>
<td>NUR 7010 Ethical Issues in Advanced Nursing Practice (3 credits)</td>
<td>NUR 6175 ENP Clinical II (2 credits)</td>
<td>NUR 6275 ENP Clinical III (2 credits)</td>
</tr>
<tr>
<td>Total Credits: 5</td>
<td>Total Credits: 5</td>
<td>Total Credits: 5</td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>COURSE</th>
<th>COURSE DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>NUR 5270</td>
<td><strong>NUR 5270 Emergency Nurse Practitioner I</strong>&lt;br&gt;Emergency care is assessing, evaluating, treating, managing and preventing unexpected illness and injury. This course is the first of a three course sequence designed to provide the emergency nurse practitioner student with a broad knowledge base regarding urgent and emergent care across the lifespan. This course focuses on the emergency nurse practitioner role, professional and legal practices, medical screening, and advanced nursing assessment and management of acute &amp; emergent health problems.</td>
</tr>
<tr>
<td>NUR 7010</td>
<td><strong>NUR 7010 Ethical Issues in Advanced Nursing Practice</strong>&lt;br&gt;This seminar explores the philosophic basis and derived theories of ethics and their implications for advance clinical practice. Using ethical principles, students will examine a variety of clinical, research, and practice management dilemmas that arise in the provision of advanced practice nursing services to individuals, populations, and communities. Course content includes issues related to social justice, health care disparities, vulnerable populations, professional interactions, genetic screening and diagnostic testing, end of life, conflicts of interest, reproductive technology and scientific research agendas.</td>
</tr>
<tr>
<td>NUR 6170</td>
<td><strong>NUR 6170 Emergency Nurse Practitioner II &amp; Procedures</strong>&lt;br&gt;This course is the second of a three course sequence designed to provide the emergency nurse practitioner student with a broad knowledge base regarding urgent and emergent care across the lifespan. This course focuses on the emergency nurse practitioner role, professional and legal practices, and advanced nursing assessment, management, procedures, and disposition of acute &amp; emergent health problems.  &lt;br&gt;Prerequisite(s): NUR 5270  Corequisite(s): NUR 6175</td>
</tr>
<tr>
<td>NUR 6175</td>
<td><strong>NUR 6175 ENP Clinical Practicum II</strong>&lt;br&gt;(2 credit clinical practicum. 1 credit of clinical = 8 hours in clinical; 2 credits = 16 hrs/wk X 15 = 240 hours)&lt;br&gt;This specialized clinical course focuses on the clinical basis for advanced nursing assessment and management of emergent health problems across the lifespan. Clinical experiences occur in a variety of emergent care settings such as emergency departments with varied trauma level designations, urgent cares, corrections, trauma, and transport under the supervision of faculty and preceptors. Clinical practice includes advanced assessment and implementation of therapeutic management regimens related to emergent health problems.  &lt;br&gt;Prerequisite(s): NUR 5270  Corequisite(s): NUR 6170</td>
</tr>
<tr>
<td>NUR 6270</td>
<td><strong>NUR 6270 Emergency Nurse Practitioner III &amp; Procedures</strong>&lt;br&gt;This course is the last of a three course sequence designed to provide the emergency nurse practitioner student with a broad knowledge base regarding urgent and emergent care across the lifespan. This course focuses on advanced nursing assessment and management of emergent health problems of the highest acuity levels. Topics include: trauma/critically ill care, patient transport to higher level of care, and transition to ENP role and practice.  &lt;br&gt;Prerequisite(s): NUR 6170, 6175  Corequisite(s): NUR 6275</td>
</tr>
<tr>
<td>NUR 6275</td>
<td><strong>NUR 6275 ENP Clinical Practicum III</strong>&lt;br&gt;(2 credit clinical practicum. 1 credit of clinical = 8 hours in clinical; 2 credits = 16 hrs/wk X 15 = 240 hours)&lt;br&gt;This specialized clinical course focuses on the clinical basis for advanced nursing assessment and management of emergent health problems across the lifespan. Clinical experiences occur in a variety of emergent care settings such as emergency departments with varied trauma level designations, urgent cares, corrections, trauma, and transport under the supervision of faculty and preceptors. Clinical practice includes advanced assessment and implementation of therapeutic management regimens related to emergent health problems.  &lt;br&gt;Prerequisite(s): NUR 6170, 6175  Corequisite(s): NUR 6270</td>
</tr>
</tbody>
</table>
4. **Course Delivery Format**
All ENP specialty didactic courses are offered in the evenings and face-to-face; some hybrid online delivery is anticipated. Clinical courses are off-site in accordance with graduate nursing program standards and the Graduate Nursing and Clinical handbooks.

The courses follow a sequential format and are pre-requisites of the next course; one ENP course will be offered per semester and annually thereafter.

5. **Academic Integrity & Intellectual Merit**
The graduate nursing programs are components of the Commission on Collegiate Nursing Education (CCNE) accreditation standards and national certifying bodies and are assessed using rigorous methods to maintain and document achievement of student outcomes. The selected courses are consistent with the expectation of high quality. All students must adhere to the academic integrity and honor code at the University, College, and Program level.

6. **Unique Characteristics**
The ENP certificate program is Michigan’s first post-master's FNP specialty certificate in emergency care and will prepare graduates to sit for ENP specialty certification. The evening course format allows established FNP’s to maintain employment while pursuing a post-master’s ENP specialty certificate.

7. **Affect on Related Departments or Fields of Concentration**
This certificate proposal was developed by Jennifer Ruel DNP, FNP-BC, ENP-BC, Associate Clinical Professor of the Family Nurse Practitioner (FNP) program in conjunction with graduate nursing programs in the McAuley School of Nursing housed in the College of Health Professions. Dr. Ruel maintains certification in the specialty; ENP-BC.

The ENP certificate will not replace or substitute any of the courses in the FNP program major. All related coursework will be provided by qualified faculty from the MSON & CHP.

The graduate nursing programs have reviewed this proposal and support its acceptance.

8. **Stand Alone or Conjunction with Another Academic Degree**
The ENP post-master’s specialty certificate can stand alone. ENP post-master’s students may also complete the certificate in conjunction with the DNP post-master’s degree. Students are required to meet specified admission criteria for each program of study. ENP admission criteria include:
   a) Master’s or Doctorate degree from a nationally accredited program
   b) Minimum cumulative GPA of 3.0
   c) Current, unencumbered Michigan nursing license and national certification from ANCC or AANPCB as a FNP
   d) Minimum of 2000 hours of clinical experience in FNP role (prefer experience in emergency or urgent care)
   e) Two letters of professional recommendation with at least one from someone in a supervisory capacity
   f) Professional CV or current resume
   g) An autobiographical statement of professional goals and objectives
   h) Interview with graduate faculty (selective, by invitation)

9. **Indicate the level of the certificate**
This is a post-master’s certificate. See item 8 above.
C. Mission

1. Describe how the proposed certificate fulfills the mission of the University.
As a Catholic, Jesuit urban and comprehensive university, Detroit Mercy will provide all students with a holistic learning experience that is personalized, values-based and relevant, leading to the development of competence and commitment to provide effective emergent care and service to both urban and global communities.

Grounded in the Jesuit and Mercy traditions, the University Detroit Mercy, CHP, and MSON, are committed to preparing professionals ready to lead individuals, families, and community to optimal health and well-being. The Detroit Mercy mission promotes student-centered learning through the integration of intellectual, spiritual, ethical, and social development. This graduate specialty certificate is ideal for family nurse practitioners who will provide care in emergent/urgent settings and who are seeking ENP specialty training and certification and is aligned with the Mission and Vision of both Sisters of Mercy and Jesuit priests, committed.

2. Describe how the proposed certificate fulfills the mission of the College or School.

The College of Health Professions prepares students to be leaders in a diverse and changing world in the Jesuit and Mercy traditions. The College provides a student-centered education in an urban context which stimulates a desire for the life-long exploration of the intellectual, spiritual and ethical dimensions of what it means to be human and caring.

D. Objectives, Learning Outcomes and Assessment

1. Indicate the certificate objectives.
ENP graduates will demonstrate their own professional role practice consistent with the competencies of the unique specialty in emergency care.

ENP graduates will integrate the Mercy and Jesuit traditions in providing culturally competent, compassionate, holistic and person-centered care with a commitment to human dignity in the contemporary world.

2. Indicate the learning outcomes and which courses satisfy those outcomes.

<table>
<thead>
<tr>
<th>ENP POST-MASTER'S CERTIFICATE OUTCOMES</th>
<th>Corresponding Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Provide safe, culturally responsive health care to individuals, families, communities, and populations in diverse acute &amp; emergent settings, through use of critical thinking, clinical reasoning, ethical decision-making, and information management, both independently and in collaboration with health care teams.</td>
<td>NUR 5270</td>
</tr>
<tr>
<td></td>
<td>NUR 6175</td>
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<tr>
<td></td>
<td>NUR 6275</td>
</tr>
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<td></td>
<td>NUR 7010</td>
</tr>
<tr>
<td>2. Demonstrate leadership in professional nursing practice through commitment to reflective practice, accountability for nursing actions, patient advocacy, and evidence based practice.</td>
<td>NUR 5270</td>
</tr>
<tr>
<td></td>
<td>NUR 6170</td>
</tr>
<tr>
<td></td>
<td>NUR 6270</td>
</tr>
<tr>
<td>3. Integrate the Jesuit and Mercy traditions in providing culturally competent, compassionate, holistic, and person-centered care with a commitment to human dignity in the contemporary world.</td>
<td>NUR 6175</td>
</tr>
<tr>
<td></td>
<td>NUR 6275</td>
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</tbody>
</table>

3. Indicate how the Learning Outcomes and the Objectives of the certificate will be assessed.

Learning outcomes are assessed through formative & summative evaluation measures via required coursework and clinical practice that contribute to the achievement of the overall outcomes. Evaluation measures vary by course and all contribute in different ways to student development.

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E. Market and Need

1. Provide evidence of student demand, e.g. results of a market study, survey, focus groups, etc. Include a conservative estimate of new student enrollment for a five year period and the estimated number of credit hours per year the student is likely to take.

A needs assessment was completed in December 2017 via electronic survey with 71 FNP respondents. Most (84%) were interested or neutral regarding attending an ENP post-master’s certificate program, with the majority (86%) interested in attending at Detroit Mercy. In April 2018, the American Academy of Emergency Nurse Practitioners (AAENP) issued an executive summary of emergency nurse practitioner practice data. This member data revealed that of the 205,000 NPs in the US, 6% of NPs (almost 14,000) reported practicing in urgent cares or emergency departments. ED’s that reported staffing NPs rose from 23% (2010) to 62% (2016) in a six-year span and continues to steadily rise. There are approximately 10 ENP programs across the country at the present time and none are in Michigan.

NPs have staffed emergency care settings since the 1980’s however formal education and training for these roles began in the 1990’s with programs adapting either acute care curricula or family nurse practitioner (FNP) curricula; neither of which fully encompass the skill set needed for emergency care settings.

<table>
<thead>
<tr>
<th>SEMESTER I</th>
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<th>SEMESTER III</th>
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<tbody>
<tr>
<td>NUR 5270 Emergency Nurse</td>
<td>NUR 6170 Emergency Nurse</td>
<td>NUR 6270 Emergency Nurse</td>
</tr>
<tr>
<td>Practitioner I (2 credits)</td>
<td>Practitioner II &amp; Procedures</td>
<td>Practitioner III &amp; Procedures</td>
</tr>
<tr>
<td>NUR 7010 Ethical Issues in</td>
<td>NUR 6175 ENP Clinical II</td>
<td>NUR 6275 ENP Clinical III</td>
</tr>
<tr>
<td>Advanced Nursing Practice</td>
<td>(2 credits)</td>
<td>(2 credits)</td>
</tr>
<tr>
<td>(3 credits)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Credits: 5</strong></td>
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<td><strong>Total Credits: 5</strong></td>
</tr>
</tbody>
</table>

Program is 3 consecutive semesters, one cohort annually, max 12 students.

2019-2020  12 students  15 credits  
2020-2021  12 students  15 credits  
2021-2022  12 students  15 credits  
2022-2023  12 students  15 credits  
2023-2024  12 students  15 credits  

2. Describe the competition for the certificate. Are there similar certificates at other institutions in Michigan? If yes, list the institutions, briefly describe the similarities and differences to the proposed certificate and indicate the enrollment in the competing certificate.

At the present time there are ten ENP programs across the country and none are in Michigan. This number is growing fast and four more programs are expected to begin in 2018.

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EMERGENCY NURSE PRACTITIONER PROGRAMS

<table>
<thead>
<tr>
<th>UNIVERSITY</th>
<th>CREDITS</th>
<th>DETAILS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drexel University, Pennsylvania</td>
<td>15 @</td>
<td>Post-Masters Certificate 5-4 ten week quarters = 1 year to complete</td>
</tr>
<tr>
<td></td>
<td>$1044/cr</td>
<td>Online + Campus Intensives</td>
</tr>
<tr>
<td>Emory University, Georgia</td>
<td>53 @</td>
<td>Combined FNP + ENP program On campus</td>
</tr>
<tr>
<td></td>
<td>1850</td>
<td></td>
</tr>
<tr>
<td>Jacksonville University, Florida</td>
<td>13 @</td>
<td>Post-Masters Certificate 4 semesters = 1.3 years to complete</td>
</tr>
<tr>
<td></td>
<td>$615</td>
<td>On campus</td>
</tr>
<tr>
<td>Loyola University, Illinois</td>
<td>56</td>
<td>Combined FNP + ENP program Blended</td>
</tr>
<tr>
<td>Rutgers University, New Jersey</td>
<td>24</td>
<td>Combined Post-Masters FNP + ENP program Blended</td>
</tr>
<tr>
<td>Samford University, Alabama</td>
<td>12 @</td>
<td>Post-Masters Certificate 2 semesters = 1 year to complete</td>
</tr>
<tr>
<td></td>
<td>$850</td>
<td>Blended</td>
</tr>
<tr>
<td>University of Alabama at Birmingham, Alabama</td>
<td>13 @</td>
<td>Post-Masters Certificate 3 semesters = 1 year to complete</td>
</tr>
<tr>
<td></td>
<td>$555</td>
<td>Online + Campus Intensives</td>
</tr>
<tr>
<td>University of Texas, Texas</td>
<td>10 @</td>
<td>Post-Masters Certificate 2 semesters = 1 year to complete</td>
</tr>
<tr>
<td></td>
<td>$1065</td>
<td>Hybrid/Blended</td>
</tr>
<tr>
<td>Vanderbilt University, Tennessee</td>
<td>12 @</td>
<td>Post-Masters Certificate 2 semesters = 1 year to complete</td>
</tr>
<tr>
<td></td>
<td>$1454</td>
<td>Blended</td>
</tr>
</tbody>
</table>

3. For professional certificates indicate the job market for graduates including national or regional data on jobs available and job growth trends.

National Hospital Ambulatory Medical Care Survey and Emergency Department Benchmarking Alliance (EDBA) data estimated 151 million ED visits in the United States in 2016 with a steady incline over the years and projections for the increase to continue (Augustine, 2017; EDBA, 2017). This data also shows that emergency care settings are understaffed for the volume. Due to the steady estimated 2% increase in ED volumes annually and EDs understaffed, there has been an influx of advanced practice providers (NPs and PAs) in EDs nationwide (Augustine, 2017).

4. Describe the market area of the certificate i.e. is it local, regional or national.

The market area for this certificate is local and regional with the potential for becoming national through a hybrid/blended program.

5. Identify interest and potential partners in the certificate who can help make it successful e.g. students, alumni, local groups, industry leaders, etc.

FNP students and alumni of Detroit Mercy have been expressing interest both verbally and within the 2017 need’s assessment for this ENP certificate program and formal training.

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6. Describe how the certificate will be unique and attract market share. There are no formal ENP training programs in Michigan.

F. Students
1. Describe, with appropriate justification, a typical student of the certificate program including whether the student will be full-time or part-time.

Students will be typical of the graduate nursing programs: part-time with experience as a certified family nurse practitioner (across the lifespan).

2. If the certificate is intended to provide an option for existing students in the University describe the enrollment impact on other programs.

The option would be open to post master's students and those who have matriculated into the post master’s portion of the DNP program. The program would have no negative impact on current programs but could enhance enrollment in the post master’s DNP program.

3. If the certificate will attract new students to the University describe who these students are and whether they have special needs or requirements not currently provided by the University.

We anticipate that the students will be working and, eventually, be potential DNP students. New students that would be attracted to this program would include those individuals who hold a master's degree and national certification as a family nurse practitioner. They are not anticipated to have any special needs.

4. Describe how the certificate will attract a diverse student body.

The graduate nursing programs attract individuals from the metropolitan Detroit area. It has a long history of diversity, including ESL, Arab, and African American. We anticipate no change in that population as the program has a strong reputation among nurses and advanced practice providers including physicians.

5. If the proposed certificate is an expansion of existing program, or is new, list the number of majors and degrees in the related program for the past five years.

G. Faculty
1. Provide a list of faculty who will be involved in the new certificate.

The current full-time FNP faculty include: Dr. Jennifer Ruel
Dr. Renee Courtney

Adjunct faculty with emergency medicine care expertise will be utilized in conjunction with full-time faculty. Grid below stipulates adjunct faculty teaching 1.5 credits in semester two and 1 credit in semester three.
Jennifer Ruel, FNP, ENP  
DNP, 2008  
FT  

SEM 1:  
NUR 5270 (2 credits)  
SEM 2:  
NUR 6170 (1.5 credits)  
NUR 6175* (2 credits/3 TLC)  
SEM 3:  
NUR 6270 (2 credits)  
NUR 6275* (2 credits/3 TLC)  

Yes  
Yes  
Yes  

Bert Silich MD, BOEM  
MD  
Adjunct/Dual  

SEM 2:  
NUR 6170 (1.5 credits)  
SEM 3:  
NUR 6270 (1 credit)  

Yes  
Yes  
Yes  

Renee Courtney, FNP  
DNP, 2012  
FT  

SEM 2:  
NUR 6175* (2 credits/3 TLC)  
SEM 3:  
NUR 6275* (2 credits/3 TLC)  

Yes  
Yes  

CCNE Accreditation Standards:  
AQ: academically qualified  
PQ: professionally qualified  
Exp: professional experience  
*indicates clinical course 1.5 TLC per credit

2. Indicate, with justification, whether new full-time, part-time, and/or adjunct faculty will be required to operate the certificate program.

No new full-time will be required to operate the certificate program. The program will need a part-time and/or adjunct faculty who is board certified/experienced in emergency medicine. Guest lectures will be sought for specific content.

3. Describe how the certificate may help the University attract a diverse faculty.

If enrollments in the graduate nursing programs increase, new faculty may be needed.

4. Indicate what fields of specialization require new full-time or part-time faculty.

Emergency medicine board certification and experience.

H. Administration and Support

1. Indicate how the certificate will be administered.

Administration and support will be absorbed into the graduate nursing program operations.

2. Indicate, with justification, whether support personnel are required for the certificate including secretarial, information technology and lab support.

Administration and support will be absorbed into the graduate nursing program operations.

3. Indicate whether academic support will be required from existing certificates on
campus such as UAS, Co-op, Writing Lab, etc.

None anticipated.

I. Library Resources
1. Indicate the University’s library resources available in direct support of the proposed certificate: reference and periodical holdings, software, audiovisuals and other instructional materials.

The Library resources currently support the graduate nursing programs.

2. If new library resources are needed, collaborate with the Dean of the Library to determine the cost.

At this time no additional resources are needed. Collaboration with the Dean of the Library will be completed for any needs beyond the existing resources.

J. Facilities
1. List the facilities which are currently available at the University for the certificate program including administrative office space, classroom space, and the like.

The facilities are the same as the existing graduate programs.

2. Indicate whether the Registrar has any concerns over provision of classroom space for the certificate.

The registrar will be contacted for available classroom/lab space. The certificate program is hybrid format and students are working nurse practitioners and so on-campus course meetings will be planned in the evenings and possibly weekends.

3. Indicate whether any facilities such as laboratories, classroom and office space have to be built, renovated or added to deliver the certificate and what the cost of same would be based upon a review and cost study by the University Facilities Management Department.

None.

K. External Support
1. Describe any accreditation available in the field and recommend whether such accreditation should be sought.

The McAuley School of Nursing graduate programs within the College of Health remain fully accredited by CCNE.

2. If the certificate has been reviewed by an external consultant, professional organization, employers, etc. include a copy of their report in the appendix.

Discussions and queries by the faculty with FNP students and alumni as well as a needs assessment was completed and shows significant interest and support for the ENP post-masters certificate program at Detroit Mercy.

3. Describe any external funding that has been received or can be expected to be received to support the certificate. Include the duration of any grants or any continuing commitments that have future budget implications.
Grant funding opportunities will be sought to support the certificate program.

4. Describe whether any resources are to be reallocated from existing certificates to support this new certificate.

None

L. Operating Revenue and Costs

1. Provide a five year projection of revenue and expenses for the certificate utilizing the projected number of students from the market study and the projected credit hours taken per year.

See Attachment

New expenses:

Annual Revenue: $176,580
New Students
(12 students, $981/ct@15 credits)
(plus tuition increases and additional course fees)

2. Revenue should include tuition and external support.

Graduate nursing tuition will be charged.

3. Expenses should include scholarships, graduate assistantships or other tuition reduction costs.

None. The College’s policy on graduate assistants will not be affected by this certificate.

4. The spreadsheet of revenue and expenses should follow the format and categories for certificate budgets used throughout the University (see attached spreadsheet format). A narrative of assumptions should define the parameters of the projection.

All costs are currently budgeted in the current graduate nursing degree programs.

5. The difference between revenue and expense should be totaled at the bottom as the Net Margin for the indirect expenses of the University.

All costs are currently budgeted in the current graduate nursing degree programs. There is currently a full time graduate faculty line open to be filled.

6. The year one projection should include all start up costs and capital expenditures necessary to begin the certificate.

All costs are currently budgeted in the graduate nursing degree programs.

M. Gainful Employment

1. a. Program Name and Program CIP code(s)
Emergency Nurse Practitioner CIP 51.3816

b. Needs assessment
NPs have staffed emergency care settings since the early 1980’s after the initiation of the first NP programs in the 1970’s. The Emergency Nurses Association (ENA) established the Advanced Practice Registered Nurse committee to develop the APRN curriculum which was followed in the early 2000’s by a task force to review the role of APRNs in the emergency room. Competencies and scope and standards for emergency nurse practitioners have since been established. Today the emergency nurse practitioner is recognized as a specialty practice. In 2016, the Emergency Nurses Association and American Academy of Nurse Practitioners Certification Board collaborated to establish the ENP national certification examination.

Anecdotal and alumni survey data indicate a significant number of family nurse practitioner graduates are employed in emergency and urgent care settings. Likewise, the current family nurse practitioner program has regular clinical rotations in urgent care and emergency settings. In April 2018, the American Academy of Emergency Nurse Practitioners (AAENP) issued an executive summary of emergency nurse practitioner practice data. This member data revealed that of the 205,000 NPs in the US, 6% of NPs (almost 14,000) reported practicing in urgent cares or emergency departments. ED’s that reported staffing NPs rose from 23% (2010) to 62% (2016) in a six-year span and continues to steadily rise. There are approximately 10 ENP programs across the country at the present time and none are in Michigan.

Thus, Detroit Mercy conducted a needs assessment in December 2017 via electronic survey with 71 FNP respondents to determine the need and desire for an emergency nurse practitioner program designed to prepare the student with the necessary skills and knowledge required for certification and continued employment. Most respondents (84%) were interested or neutral regarding attending an ENP post-master’s certificate program, with the majority (86%) interested in attending a program at Detroit Mercy. Thus, in order to fill the gap for knowledge and clinical expertise in emergency advanced practice, a post master’s certificate program designed to meet the needs of certified family nurse practitioners has been developed.

The ENP certificate will not replace or substitute any of the courses in the FNP program major. The ENP post-master’s specialty certificate can stand alone post-graduate certificate. Students are required to meet specified ENP admission criteria.

c. How was the program designed to meet local market needs?

The ENP certificate program is Michigan’s first post-master’s FNP specialty certificate in emergency care and will prepare graduates to sit for ENP specialty certification. The evening course format allows established FNP’s to maintain employment while pursuing a post-master’s ENP specialty certificate. All ENP specialty didactic courses are offered in the evenings with some face-to-face and hybrid online delivery. Clinical courses are off-site in accordance with graduate nursing program standards and the Graduate Nursing and Clinical handbooks.

The ENP certificate will not replace or substitute any of the courses in the FNP program major. The ENP post-master’s specialty certificate can stand alone post-graduate certificate. Students are required to meet specified ENP admission criteria. A 2016 survey by the American Association of Nurse Practitioner (AANP) found approximately 5% of all advanced practice nurses worked in emergency or urgent care settings. The growing number of advanced practice professionals working in this area led to the development of the American Association of Emergency Nurse Practitioners in 2014. The rapid expansion of this specialty practice has led to the development of standards, scope of practice, and ultimately certification for the advanced practice role. As this specialty has continued to evolve, academic programs have begun to respond with the development of specialty curricular programs aimed at assisting the practitioner to develop the specific skills.
necessary for practice. Data indicate that the numbers of academically prepared ENPs continue to increase and certification criteria is beginning to align with academic specialty preparation.

The program was designed to meet the needs of the working advanced practice nurse. Thus, the certificate was designed so students could proceed in a part-time manner over a period of three semesters to complete program requirements. The ENP certificate requires 15 credit hours of coursework to be completed and includes three ENP specialty courses consisting of both didactic and lab components, two ENP specialty clinical courses, and one course in ethical principles.

The ENP certificate program is Michigan’s first post-master’s FNP specialty certificate in emergency care and will prepare graduates to sit for ENP specialty certification. The evening executive course format allows established FNP’s to maintain employment while pursuing a post-master’s ENP specialty certificate. All ENP specialty didactic courses are offered in the evenings and/or executive format with some face-to-face and hybrid online delivery. The delivery method will also allow individuals from out-state to travel and meet program requirements. Clinical courses are off-site in accordance with graduate nursing program standards and the MSON Graduate Nursing and Clinical handbooks.

The curriculum was developed by a full-time faculty who is both a certified FNP and ENP in consultation with the graduate nursing faculty. The curriculum was developed utilizing accreditation standards, scope and standards of practice for ENP, and NP competencies. During development the program was reviewed by nurse practitioner faculty and the MSON Graduate Curriculum Committee. The certificate was also reviewed by the Associate Dean, Graduate Nursing who has extensive accreditation and curricular development expertise.

d. Narrative wage analysis
According to the Bureau of Labor Statistics (https://www.bls.gov/ooh/healthcare/nurse-anesthetists-nurse-midwives-and-nurse-practitioners.htm), the outlook for nurse practitioner jobs is expected to increase 31% between 2016 and 2026. Currently approximately 5% of all nurse practitioners are employed in emergency or urgent care centers. The 2018 salary studies indicate the average wage for nurse practitioners is $92,130. The 2018 wage analysis for emergency room nurse practitioners is $109,825 with a range between $102,067 and $122,194.

e. Possible occupations and SOC code for DOL
These individuals would be employed as an emergency nurse practitioner. They will hold national certification as a family nurse practitioner (admission requirement) and will be eligible for national certification as an emergency nurse practitioner. The SOC code is 29-1171.00-Nurse Practitioners.

f. Proposal approval process and meetings
A certificate proposal was completed by Dr. Jennifer Ruel, DNP, FNP-BC, ENP in consultation with stakeholders including practicing emergency room physicians and nurse practitioners, graduate faculty, and alumni. Using the approval process in the MSON and Detroit Mercy, the proposal was moved through committee, faculty, and Detroit Mercy faculty and administration as outlined below in the approval process.

<table>
<thead>
<tr>
<th>Reviewing Body</th>
<th>Date</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSON Graduate Assembly</td>
<td>2017-2018</td>
<td>Concept discussed</td>
</tr>
<tr>
<td>Associate Dean, MSON</td>
<td>April 2018</td>
<td>Input provided</td>
</tr>
<tr>
<td>MSON Graduate Curriculum Committee</td>
<td>Reviewed in August 2018</td>
<td>Forwarded to Graduate Assembly for Vote</td>
</tr>
<tr>
<td>MSON Graduate Assembly</td>
<td>August 22, 2018</td>
<td>Approved</td>
</tr>
<tr>
<td>MSON Full Assembly</td>
<td>August 27, 2018</td>
<td>Approved</td>
</tr>
</tbody>
</table>
g. **Date of anticipated first class**  
Fall 2019 semester or Winter 2020, August 26, 2019 or January 6, 2020. Same date to begin dispersing Title IV funds to enrolled students.

N. **Approval Process**  
1. Indicate any other University support that has been obtained. Include support letters from internal or external sources.  
   
   None.

2. You are invited to submit anything additional which will help any committee in its decision.  
   
   None

O. **Appendices**  
1. Include in an appendix any supporting material used to draw conclusions described in the above sections e.g. a market study, course syllable, cost analysis, grants, etc.

   See Appendix for Course Syllabi.

2. Include in an appendix any material which would help support the certificate including the market study, course syllabi, cost studies, grants, etc. used to draw conclusions described above.

   See Appendix for Course Syllabi.

3. Please submit any suggestions for improvement in this proposal document or process (optional).

   None
References


Proposal Tracking:

Completed 8/15/18, sent to J. Baiardi Associate Graduate Dean MSON

Graduate Nursing Curriculum Committee: Reviewed 8/22/18, sent forward to Graduate Nursing Assembly

Voted on Graduate Nursing Assembly: Approved 8/22/18

Voted on MSON Assembly: Approved on 8/27/18


Approved 11-15-18, McNichols Faculty Assembly. Theresa Wyatt, President
Approved 11-28-18, Academic Leadership Team

Final Version: 11.13.18