

Establishing a Graduate Certificate Program

The first step in establishing a new graduate certificate is the preparation of a proposal by qualified group of faculty. If the proposed program will be focused in an existing department, program or college, the proposal should be routed through the corresponding curriculum committees. College curriculum committees will forward the appropriately amended proposal to the Graduate College Catalog and Curriculum Committee. Proposals for interdisciplinary programs with no obvious departmental or college focus shall be submitted directly to the Graduate College Catalog and Curriculum Committee.

The proposal will be reviewed by the Graduate Curriculum and Catalog Committee, by the Graduate Council, by the Graduate Dean, and by the Provost.

The following information should be included in the proposal:

1. Name of the proposed graduate certificate.
Graduate Certificate in Nursing Education
2. Name of the departments and/or programs involved.
Department of Food Science and Human Nutrition and Nursing Program
3. Name of the contact person.
Dawn Bowker, RN, PhD, Director of Nursing Education
Lorraine Lanningham-Foster, PhD, Department Chair FSHN
4. Need for the graduate certificate.
 - Registered nurses (RN) are one of the fastest growing groups of health professionals with projected growth of 7 percent from 2019 to 2029 (American Association of Colleges of Nursing [AACN], 2022a). To keep up with this growth, more nursing faculty will be needed to replace retiring baby boomer faculty to sustain and enhance education capacity and quality as demand for more nurses grows over the next decade. In 2017, more than half of all nurses were age 50 or older, and almost 30% were age 60 or older (AACN, 2022a).
 - The U.S. is facing a persistent nursing faculty shortage. The shortage of nursing faculty contributes to the loss of qualified nursing talent. The AACN practice guidelines longitudinal data compiled by AACN (2022a), estimate that up to one-third of the rapidly aging nurse faculty workforce will retire by 2025.
 - According to a Special Survey on Vacant Faculty Positions released by AACN in October 2022, a total of 2,166 full-time faculty vacancies were identified in a survey of 909 nursing schools with baccalaureate and/or graduate programs across the

country (84.4% response rate). Besides the vacancies, schools cited the need to create an additional 128 faculty positions to accommodate student demand. The data show a national nurse faculty vacancy rate of 8.8%. Most of the vacancies (84.9%) were faculty positions requiring advanced nursing degrees.

- The AACN and Accreditation Commission for Education in Nursing (ACEN) assert nurse faculty have the appropriate experiential and academic credentials to align with the content they are teaching. The clinical preceptor requirement, experience and specific academic preparation further contribute to the nurse faculty shortage.
- The AACN 2021 survey data indicates 91,938 qualified nursing applications were not accepted into nursing programs citing an insufficient number of qualified faculty, clinical sites, classroom space, clinical preceptors and budget constraints (AACN, 2022a). Of the qualified nursing applications, 9,574 were applying to MSN programs (Blakewell-Sachs et al, 2022).
- McFadden et al (2022) reported 62% of respondents (n=580 schools of nursing) identified finding faculty with the right specialty mix was cited by 62% of respondents as a top issue related to recruiting nursing faculty.
- Guidelines from the AACN Essentials for nursing education state, all graduates of an advanced-level nursing education program are prepared for practice in four advanced nursing specialties: informatics, nursing administration/practice leadership, public health/population health, or health policy. The proposed Graduate Certificate will include coursework related to these areas.
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression (Institute of Medicine [IOM], 2010).

5. Objective of the graduate certificate.

A Graduate Certificate in Nursing Education will improve nurse educator recruitment, preparation, development, training, and retention. This 12-credit online post graduate certificate is designed to address the nursing faculty shortage.

6. General description of the graduate certificate.

The Graduate Certificate in Nursing Education is designed for students with the goal of becoming an academic or clinical nurse educator. The Certificate can be completed in 1.5 semesters after completing a Masters of Science in Nursing (MSN). The graduate certificate will be offered 100% online.

7. Graduate certificate requirements including:

- a. Admission standards and prerequisites for the certificate program.

Completion of a Masters of Science in Nursing from an accredited nursing program.

b. Courses and seminars.

Spring Semester (9 credits):

- Facilitating Learning and Learner Development in Nursing Education (4 credits)
- Curriculum Design and Evaluation of Program Outcomes in Nursing Education (3 credits)
- Teaching Learning Strategies: Integrating Technology in to Nursing Education (2 credits)

Summer Semester (3 credits):

- Nurse Educator Role-Seminar (3 credits)
- Teaching Practicum (135 hours)

8. General description of the resources currently available and future resource needs:

- a. A list of supporting faculty members including a brief description of their expertise relating to the graduate certificate.

Dr. Dawn Bowker, RN, PhD, Director of Nursing Education, is a Certified Nurse Educator (CNE). She has 30+ years of experience as a nurse educator. Ms. Karla Kerkove, MSN, CNE has several years of experience in nursing education, and is currently pursuing a Doctorate of Education.

Future program staffing needs include:

- Increase the allocation of administrative responsibilities with the current Director of Nursing Education for program accreditation, assessment and evaluation
- A full-time doctorally prepared nursing faculty with academic and experiential knowledge to support the program, manage practicums and teach 6 credits per semester
- Nursing content experts to develop curriculum aligning with course and program outcomes
- Nursing contract faculty with experiential knowledge and academic preparation in the specific courses of which they will teach

- b. The effects of any new courses on faculty workload.

Faculty teaching in the Nursing Program will typically have primarily teaching responsibilities (85-95% of the PRS). The Director of Nursing Education is an exception who also holds an administrative position (currently 50% of the PRS).

- c. Other resources required for the program including graduate assistants, laboratories and other facilities, supplies, etc.

- Physical resources with equipment and electronic to effectively meet online demands
- IT support for the program
- Part-time academic advisor to support MSN student navigation

9. Relationship of the proposed graduate certificate to the strategic plans of the department, college, and the university.

- Iowa State University Strategic Plan identifies four statements of aspirations:

1. To be the most student-centric leading research university:

The graduate certificate meets the success factors of being accessible through an online format and affordable public institution. The MSN and post-graduate certificate course work is innovative and evidenced based. Nursing is a high impact career that employs evidence-based decisions daily.

2. To be the university that cultivates a diverse, equitable, and inclusive environment where students, faculty, and staff flourish

As a land grant institution, Iowa State University's foundation cultivates diversity, equity and inclusion. A post graduate certificate will have a favorable impact on recruitment and retention. The same inclusive environment of our RN-to-BSN program is evident by a 92% retention rate for full- and part-time students will be applied to the post-graduate certificate program. The contemporary curriculum in the post-graduate certificate program includes experiences where students can complete their practicum hours in their local community or global domestic and international environments.

3. To be the university that fosters lifelong learning

The success factors include expanding online learning across Iowa and continued learning by graduates. The seamless progression from the ADN to BSN, MSN and post graduate certificate demonstrates not only continued learning by graduates but can introduce new students in the pipelines at multiple entry points. Community practice partners can engage in preceptor and mentorship roles to support new skills and foster the next generation of nursing leaders.

4. To be the university that creates opportunities and forges new frontiers

Coursework in the graduate certificate is part of an innovative curriculum that includes online immersion simulations and interactive case studies. The translational research foundation of the program will positively impact patient outcomes and organizational excellence.

5. To be the trusted partner for proactive and innovative solutions

Our post graduate certificate program will reach across the state and beyond. We have identified 25 clinical partnerships across Iowa.

10. Plan for periodic review of the certificate program.

The program will require approval from the Iowa Board of Nursing and ACEN. Our undergraduate program (RN-to-BSN) is accredited through the Accreditation commission for

Education in Nursing (ACEN). We will apply for accreditation for the Graduate Certificate in Nursing Education as well. The accreditation requires annual reporting to ACEN with reaccreditation process occurring on a standardized timeline as well. In order to start offering the Graduate Certificate in Fall 2023, the accreditation process will begin in early 2023.

Additional information related to our plan for the Graduate Certificate in Nursing Education:

The Iowa State Nursing Program is currently preparing an application for a Department of Labor Nursing Expansion Grant. The purpose of the DOL Nursing Expansion grant is to increase nursing instructors and educators, and to expand and diversify the pipeline of nursing professionals who can fill quality jobs to boost the nation's healthcare system while advancing equity. The grant expects availability of up to \$80 million dollars in funding for 15-25 grants. 65% of the available funding is for projects that will focus on increasing the number of nursing instructors and educators by connecting and recruiting experienced nurses existing nurses into advanced post-secondary credentialing necessary for nursing faculty, with emphasis on those from historically marginalized or underrepresented populations. If awarded, the MSN program and the post graduate certificate in nursing education will be financed through the grant. The grant application is due January 6, 2023 and grant recipients will be notified in February, 2023. Funded programs must be able to enroll students within the first 9 months of the grant.

Note: Certificate-only students are not eligible for Federal Financial Aid unless the Certificate Program applies for approval to participate. If interested, contact the Student Financial Aid Office. Certificates that apply go through an application process requiring an agreement to follow the annual reporting and disclosure requirements, as set forth by the DOE under Gainful Employment federal regulations.

Academic Program Approval Voting Record

This document is to be appended as the last page of the proposal for any new or revised academic program to record the successive votes of approval as the proposal moves through its required review and approval steps. Consult Faculty Handbook Section 10.8 or the Faculty Senate Curriculum Committee website for information regarding Committee review and voting requirements for each action.

Curricular Action: (check appropriate boxes below)

1. **New Program** Name Change Discontinuation Concurrent Degree for:
2. Undergraduate Major Graduate Major Undergraduate Minor Graduate Minor
Undergraduate Certificate **XGraduate Certificate** Other:
3. Name of Proposed Change: Graduate Certificate in Nursing Education
4. Name of Contact Person: Dawn Bowker/Lorraine Lanningham-Foster e-mail address: dmbowker@iastate.edu /lmlf@iastate.edu
5. Primary College: Human Sciences Secondary College: Agriculture and Life Sciences
6. Involved Department(s): FSHN

Voting record for this curricular action:

Voting Body	Votes			Date of Vote
	For	Against	Abstain	
Dept. or Program Committee				
FSHN Faculty	22	2	0	11/30/2022
College Curriculum Committee				
Agriculture and Life Sciences	13	0	0	12/5/2022
College Approval Vote				
Agriculture and Life Sciences	67	2	1	12/19/2022
Human Sciences	36	5	0	1/9/2023
Graduate Council				
Faculty Senate Curriculum Committee				
Faculty Senate Academic Affairs Council				
Faculty Senate				