

## **Appendix B**

### **Demand and Employment Analysis**

All programs that prepare individuals for jobs requiring entry level skills or careers strongly based on specific fields of study should be analyzed for demand and employment factors affecting the placement of future graduates, and for their contribution to economic development in Indiana. All doctoral and professional, and most graduate and undergraduate program requests should contain this analysis. The burden of proof rests with the institution to establish that there will be demand for the program and for its graduates. Please note that both the Indiana Employment Security Division (Research and Statistics Section, 10 North Senate Avenue, Indianapolis, Indiana 46204) and the U.S. Bureau of Labor Statistics provide data useful for this analysis.

Include the following elements in each proposal:

1. **Geographic Region to Be Served.**

The primary geographic region to be served by the IUSON DNP program is central Indiana. However, because of the distance accessibility design of the program students from other parts of Indiana are expected to apply for admission. Graduates of the DNP program are expected to find employment opportunities regionally and nationally.

2. **Review of Literature.**

The increasingly burdened and complex healthcare system in the United States is experiencing a shortage of qualified baccalaureate and advanced practice (masters and doctorally prepared) nurses. According to projections by the U.S. Bureau of Labor Statistics (2007), more than one million new and replacement nurses will be needed by 2016. Demand for nurses is expected to grow by 2% to 3% each year, and one estimate states that 30,000 additional nurses should be graduated annually to meet the nation's expanding healthcare needs. Demand for nurses in the United States appears to be growing, but supply is not keeping pace. At the IU School of Nursing, there is significant concern about graduating enough qualified nurses to serve the needs of the population. In Indiana, the nurse/population ratio is 7.61 RNs per 100,000 persons, which is below the regional average (IL, IN, MI, OH, and WI) of 831 RNs per 100,000 (<http://www.10news.com/sh/idi/health/nurses/index.html>). However, like many other schools of nursing, the IUSON is restricted in the effort to meet nursing workforce needs. Nationally, approximately 27,700 qualified applicants were turned away from baccalaureate nursing programs in 2008. A majority of the 406 institutions surveyed indicated that the primary reason for turning away students is a shortage of faculty.

<http://www.aacn.nche.edu/Media/NewsReleases/2008/EnrlGrowth.html>.

The Doctor of Nursing Practice (DNP) is envisioned by the American Association of the Colleges of Nursing (AACN) as the terminal practice degree for the profession by the year 2015 (AACN, 2006). The goal of the DNP is to produce nurses who "possess a wide array of knowledge gleaned from the sciences and have the ability to translate that knowledge quickly and effectively to benefit patients in the daily demands of practice environments" (AACN, 2006, p. 6). The AACN proposes a distinction between the DNP as a practice doctorate that would prepare nurses for scholarly practice as clinical and health system experts from the PhD that would prepare researchers and scientists to build the body of knowledge. The IUSON DNP Development Task Force surveyed IUSON MSN graduates, currently-enrolled students, and current employers and clinical preceptors about their interest in the development of a DNP program to be offered by IUSON. The Task Force analyzed these data thematically and demographically during several meetings in January and February 2008. 156 graduate or former graduate students completed a 10-item survey regarding their interest in the proposed DNP program at IUSON. 47% expressed

interest in the program, 30% expressed “possible interest,” and 23% expressed “no interest.” 40% said that the greatest benefit of pursuing the DNP would be “personal fulfillment.” The least important reason for pursuing the DNP would be “advancement in current organization” (30%). Forty-five percent of the respondents were Family Nurse Practitioners, 26% were Adult Nurse Practitioners. The remaining 30% were in nursing administration, psychiatric mental health and community health nursing graduates. Forty-two percent of the respondents worked in hospital or hospital-affiliated setting, followed by private practice (26%) and clinic/center at 23%. Fifty-six percent of respondents expected to receive financial support from employers if they returned to school.

This program will have an impact on the future workforce needs related to the nursing shortage and health care life sciences initiative that has been identified as a strategic need by employers, economic developers, and educators in the state of Indiana. Nurses in the state of Indiana who desire advanced practice career opportunities are the clientele served by this program. A 2007 report on the 2005 Indiana Registered Nurse Survey produced by the Bowen Research Center in collaboration with the Indiana Area Health Education Centers program (<http://www.ahec.iupui.edu/workforce.asp>) documents 70,982 RNs renewed their Indiana licenses in 2005. Among those actively practicing, 43,616 were practicing in Indiana. Most of the respondents indicated that they were actively practicing in a nursing position. Data indicate 16,887 or 44.7% of the nurses’ surveyed desired future education. Twenty Three percent or 8,740 nurses indicated they wanted to pursue a masters degree, while 1,168 (3.1%) indicated they wanted to pursue a doctorate. The AACN has set a goal of the DNP being the terminal degree for advanced practice nursing by 2015, so this proposal is also in keeping with evolving professional practice standards within the nursing discipline. As a post-MSN professional practice program, the proposed DNP program will build upon competencies acquired in master’s degree nursing programs.

Graduates of the proposed IUSON DNP program are likely to meet a need for advanced practice nursing positions and clinical faculty positions in schools of nursing. A survey of Indiana schools of nursing indicated that 2,494 qualified applicants had not been admitted to Indiana Schools of nursing during academic year 2005-2006. Among the factors limiting enrollments, lack of faculty positions or faculty vacancies were singled out by 51% of respondent institutions, and more than 90% indicated that it was very or somewhat difficult to recruit master’s- and doctorally-prepared nurse faculty to meet current needs (Summary Report 2007 Statewide Survey of Nursing Programs, compiled spring 2008, Indiana Nursing Workforce Coalition, Inc., 2008 see also <http://www.indiananursingworkforce.org/>) (<http://www.aacn.nche.edu/Media/FactSheets/NursingShortage.htm>; <http://www.bls.gov/opub/mlr/2007/11/art5full.pdf>; <http://www.jbpub.com/catalog/9780763756840/>; <http://www.physiciannursesupply.com/>).

### 3. **Potential Employers**

Potential employers of the DNP are anticipated to be acute care health care facilities as well as primary care settings. The following stakeholders and employers in central Indiana were surveyed to determine employment potential for graduates of the DNP program: Clarian Health, Methodist Hospital, University Hospital, Riley Children’s Hospital, The Veterans Administration Hospital, Bloomington Community Hospital, Community Hospital Network, St. Francis Hospital, Major Hospital, Wishard Hospital, Monroe Hospital, and St. Vincent’s Hospital as well as a number of clinics and private practices. Ninety-one percent of the employers said they would hire DNP prepared nurses and would employ them in clinical practice. Seventy-four percent of the employers said they would provide financial support (tuition).

#### **4. Independent Need Analysis**

An independent need analysis was not conducted.

#### **5. Program Experience.**

There are no programmatic or degree offering comparisons with other campuses of Indiana University. The IUSON faculty is uniquely qualified to develop a DNP program because of the clinical and scholarly expertise of IUSON nationally recognized, award winning faculty, quality of existing educational programs that would serve as a foundation for the DNP, access to extensive clinical resources, and considerable experience with graduate program development, implementation, and evaluation. IUSON has extensive experience with delivering distance accessible doctoral ( PhD) education and is the only school in Indiana with this experience base. The public, including prospective graduate students, considers IUSON to be a leader in nursing education and preparation of advanced practice nurses nationally and within Indiana. Additionally, IUPUI is a national leader in the scholarship of teaching and learning, and the Center for Teaching and Learning will provide expert consultation in the design and development of the curriculum and the e-portfolio process that will be used to track achievement of student learning goals and program outcomes.

Nationally, more than 92 Schools of Nursing have developed DNP programs, and over 104 have indicated they are planning DNP programs. This means 196 schools nation wide are planning to implement DNP programs. This does include eight of the Big Ten Schools of Nursing. Some of these schools have already graduated DNP students. In Indiana, Purdue has a DNP program that has admitted 56 students; they expect to graduate 6-8 DNP's yearly. University of Southern Indiana (USI) received approval from the ICHE in December 2007 and admitted their first class of 40 students in fall 2008; Ball State University has proposed a BSN to DNP option that has received ICHE approval and is scheduled to begin admitting students spring 2010. The BSU and USI DNP programs are distance-accessible. Valparaiso University has implemented a DNP program and the University of Indianapolis/St. Francis and Indiana State University also are proposing DNP programs. By 2010, there will likely be 4 DNP programs in the State of Indiana. These programs have the potential to draw graduate students away from IUSON. To remain competitive and responsible to emerging professional trends and issues IUSON has a responsibility to develop the professional practice doctorate in nursing. Such a program is modeled upon professional standards and guidelines, primarily the AACN Essential of Doctoral Education for Advanced Nursing Practice which outlines the curricular elements and competencies that must be present in programs conferring the Doctor of Nursing Practice degree.

#### **6. Expert Opinion**

An expert opinion was not obtained.