



Memorandum

Date: January 7, 2009
To: Dr. Robert Boncella, Chair
Executive Committee, University Graduate Council
From: Dr. Cynthia Hornberger, Dean *CAW*
School of Nursing
Subject: Approval of the new MSN program track, **Clinical Nurse Leader**
CC: Dr. Bowen, Dr. Chorba, Dr. Prash, Dean McQuere, Dean Sollars, Dean Dunlap,
Dean Romig

The School of Nursing (SON) has approved the creation of a new track within the Master of Science in Nursing (MSN) degree program, the Clinical Nurse Leader (CNL). The CNL is prepared through masters-level education as an advanced generalist practitioner (AACN, 2007). This new role was developed to address needs in healthcare for lateral integration of care at the bedside. Graduates of the CNL program will provide and manage care at the point of care to individuals, clinical populations, and communities. The CNL track is a modification of the existing Administrative Leadership (AL) track. Modifications include the following:

1. Replacement of the conventional NU 518 Advanced Nursing Research course focused on quantitative and qualitative research methods with a course emphasizing evidence-based research methodologies and practice.
2. Replacement of the leadership core elective with a required course, Clinical Care Management. This combined seminar and practicum course will emphasize microsystem quality and safety management (Nelson, Batalden, & Godfrey, 2007). The leadership core elective course was chosen from a set of pre-approved 900-level Master of Business Administration (MBA) courses, to include EC 925 Economic Environment.
3. The addition of a second clinical practicum course. Adding this course increases the credit hours of practicum courses from 3 to 7 credit hours. The focus of both practicum courses will change from executive-level administrative management to patient population care management. Total credit hours attributed to clinical practica is 9 credit hours (NU 6XX Care Continuity and Management [2 credits], NU 6XX Clinical Practicum I [3 credits], and NU 6XX Clinical Practicum II [4 credits]) for a total of 526 clinical and laboratory hours. This course addition allows the track to accrue the recommended nationally mandated practicum hours (500 hours).

4. Total credit hours are increased from 42 to 46 hours due to the addition of the second practicum course.

Rationale

The SON is accredited by the Commission on Collegiate Nursing Education (CCNE); an affiliate of the American Association of Colleges of Nursing (AACN). In 2003 AACN approved the first new role in nursing in 35 years, the Clinical Nurse Leader, partially in response to contemporary mandates for improved quality and safety (IOM, 2001). The CNL curriculum includes core courses in theory, research, ethics, integrative healing, informatics, professional role development, health policy, and organizational behavior. The CNL is prepared with advanced nursing skills in health assessment, pathophysiology, and pharmacology. CNL core courses include administrative leadership, financial management, and clinical care management theory and practice.

During the spring 2008 semester, the Dean convened a taskforce of nursing representatives from the three medical centers located in Topeka, Kansas including St. Francis Health Center, Stormont-Vail HealthCare, and the Colmery-O'Neil Veterans Administration Medical Center. Throughout 2008 this taskforce explored the viability of the CNL role in each of the three institutions. All three institutions have enthusiastically supported this new role and are identifying suitable candidates to participate in the first cohort. Their letters of support are attached. It is estimated that ten students will enroll in this track for the Fall 2009 semester, pending University approval. Ten students represent approximately 30% of the expected admission of 30 students to the MSN program for the Fall 2009 semester.

The CNL track curriculum was approved by the SON Graduate Education Committee on November 14, 2008, and subsequently approved by the SON Academic Policy Committee on December 5, 2008.

Implementation

Students interested in the CNL track will be admitted in the Fall 2009 semester. Current MSN students will be queried to see if any of them would be interested in switching tracks.

Costs

The addition of the new courses will be covered by existing faculty. The Dean will be returning to full-time teaching effective the Spring 2010 semester and she and another recently hired faculty member will share instructional responsibilities for the new courses, which will be taught for the first time in Fall 2010.

Other Considerations

Graduate education in nursing is in transition nationally. In 2007, the AACN issued a position statement identifying the Doctor of Nursing Practice (DNP) degree as the educational

requirement for advanced practice nursing, effective 2015. All graduate nursing programs are expected to transition their Master of Science in Nursing (MSN) degree programs that prepare nurses for advanced practice, either as a nurse practitioner, nurse anesthetist, clinical nurse specialist, or nurse midwife; or for executive administration by that date. The residual MSN degree will then be the new CNL. Creation of the CNL track is the first of two steps in the transition by the Washburn University School of Nursing. The SON is currently developing a proposal to upgrade our current administrative leadership and nurse practitioner tracks to the DNP. In the interim time period, the administrative track will continue to admit students with an anticipated migration to the DNP in 2010 or 2011, pending University review and approval.

There are currently two students in the Administrative Leadership track. One will complete her leadership coursework in Fall 2009 and the other student will be allowed to finish the existing AL track.

References

- American Association of Colleges of Nursing. (2007). *White paper on the education and role of Clinical Nurse Leader*. Washington, DC: Author.
- Institute of Medicine. (2001). *Crossing the quality chasm: A new health system for the 21st century*. Washington, DC: National Academy Press.
- Nelson, E.C., Batalden, P.B., & Godfrey, M.M. (2007). *Quality by design*. San Francisco: Jossey-Bass.

Washburn University
School of Nursing

Master of Science in Nursing
CLINICAL NURSE LEADER

Clinical Nurse Leaders (CNL) are prepared at the master's degree as a generalist. This exciting new role was developed to address needs in healthcare for lateral integration of care at the bedside. Graduates of the Clinical Nurse Leader program provide and manage care at the point of care to individuals, clinical populations and communities. Additional courses may be added to provide further specialization beyond the adult setting. The CNL program does not prepare the graduate for eligibility as an Advanced Registered Nurse Practitioner (ARNP) in Kansas.

The 46 credit hour curriculum is composed of seven core courses, three advanced practice core courses, five clinical leadership courses, and a Graduate Project. The curriculum adheres to guidelines provided by pertinent credentialing and regulating organizations while creating a flexible and contemporary graduate education. All graduates possess an advanced core of knowledge to manage complex systems.

Core Curriculum (18 credit hours)

NU 500 Theoretical Foundations for Advanced Nursing Practice	3 credit hours
NU 502 Advanced Nursing Practice Ethics	2 credit hours
NU 504 Integrative Healing Therapies	2 credit hours
NU 508 Healthcare Policy, Finance and Organization	4 credit hours
NU 510 Professional Role Development	2 credit hours
NU 516 Informatics in Healthcare Settings	2 credit hours
NU 6xx Clinical Scholarship EBP	3 credit hours

Advanced Practice Core (10 credit hours)

NU 514 Advanced Health Assessment, Promotion & Disease Prevention	4 credit hours
NU 506 Advanced Pathophysiology	3 credit hours
NU 512 Advanced Pharmacology	3 credit hours

Clinical Leadership (16 credit hours)

NU 610 Administrative Leadership	3 credit hours
NU 612 Financial Management of Health Care	3 credit hours
NU 6__ Care Continuity and Management (1 hr. clinical, 2 hrs. didactic)	3 credit hours
NU 6__ CNL Practicum I (at 4:1 ratio)	3 credit hours
NU 6__ CNL Practicum II (at 4:1 ratio)	4 credit hours

Graduate Project

2 credit hours

TOTAL

46 credit hours

Clinical Practicum Hours = 16 + 90 + 180 + 240 = 526 hours

Lab Hours = 104

**Washburn University School of Nursing
Master of Science in Nursing Degree
Clinical Nurse Leader**

*Course sequencing may change due to faculty availability and projected student enrollment
Some courses may be offered in summer session*

Full-time Sequence

Semester 1

NU 500 Theoretical Foundations	3
NU 502 Adv. Practice Ethics	2
NU 506 Adv. Pathophysiology +	3
NU 516 Informatics/Health Care +	<u>2</u>
	10

Summer I

NU 610 Administrative Leadership	3
NU 510 Professional Role +	<u>2</u>
	5

Semester 3

NU 6__ Care Continuity/Mgmt.	3
NU 6__ Clinical Scholarship EBP	3
NU 6__ CNL Practicum I	<u>3</u>
	9

Summer II or Semester 5

NU 670 Project Thesis	<u>2</u>
	2

+ Course offered online

Semester 2

NU 508 Healthcare Policy	4
NU 512 Adv. Pharmacology +	3
NU 514 Adv. Health Assessment	<u>4</u>
	11

Semester 4

NU 504 Integrative Healing +	2
NU 612 Financial Management	3
NU 6__ CNL Practicum II	<u>4</u>
	9

Part-time Sequence

Semester 1

NU 500 Theoretical Foundations	3
NU 516 Informatics/Health Care +	<u>2</u>
	5

Summer I

NU 510 Professional Role +	2
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Semester 3

NU 502 Adv. Practice Ethics	2
NU 506 Adv. Pathophysiology +	<u>3</u>
	5

Summer II

NU 610 Administrative Leadership	3
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Semester 5

NU 6__ Care Continuity/Mgmt.	3
NU 6__ Clinical Scholarship EBP	<u>3</u>
	6

Summer III or Semester 7

NU 6__ CNL Practicum II	4
NU 670 Project	<u>2</u>
	6

Semester 2

NU 508 Healthcare Policy	4
NU 504 Integrative Healing +	<u>2</u>
	6

Semester 4

NU 512 Adv. Pharmacology +	3
NU 514 Adv. Health Assessment	<u>4</u>
	7

Semester 6

NU 612 Financial Management of Health Care Services	3
NU 6__ CNL Practicum I	<u>3</u>
	6



Sisters of Charity of Leavenworth Health System

January 6, 2009

To Whom It May Concern:

I have been involved in the dialogue about the CNL role with Cindy Hornberger, Washburn faculty members and others in our community for the past several years. As a nursing executive observing the increased patient complexity of our patients, our nursing leadership here at St. Francis Health Center has made a concerted decision to assure that our nursing staff has the needed practice support which would come from the CNL role. We also strongly believe this role will benefit patient safety and our value of always achieving clinical excellence at the bedside. Therefore the nursing leaders at St. Francis strongly support the CNL curriculum development at Washburn School of Nursing.

Sincerely,

A handwritten signature in black ink that reads "Shirley Heintz". The signature is written in a cursive style.

Shirley Heintz, RN, MSA, CNAA
Vice President, Patient Care Services



**DEPARTMENT OF VETERANS AFFAIRS
VA EASTERN KANSAS HEALTH CARE SYSTEM**

**Colmery-O'Neil Medical Center
2200 Gage Boulevard
Topeka KS 66622-0001**

**Dwight D. Eisenhower VA Medical Center
4101 South 4th Street Trafficway
Leavenworth, KS 66048-5029**

January 6, 2009

Cynthia A. Hornberger, PhD, ARNP, MBA
Dean, School of Nursing
Washburn University
1700 SW College
Topeka, KS 66621

Dear Dr. Hornberger:

Key staff from the VA Eastern Kansas Health Care System in collaboration with affiliate hospitals and other healthcare partners has been given an excellent opportunity to assist with the planning and development of the Clinical Nurse Leader curriculum at Washburn University. The Master of Science in Nursing Degree for the Clinical Nurse Leader has come at a most opportune time to address a critical need for generalist at the point of care.

The VA Eastern Kansas Health Care System fully supports the Clinical Nurse Leader Program. To date, Eastern Kansas has two full time clinical nurse leaders on staff who have made a difference with patient satisfaction, staff satisfaction and outcomes of care. VA Eastern Kansas supports the need for clinical nurse leaders to manage and coordinate comprehensive client care in all patient care areas. The Clinical Nurse Leader Program at Washburn University will fulfill a tremendous need as we have already identified individuals to enroll in the program.

Sincerely,

A handwritten signature in cursive script, reading "Valerie A. Ramones", is located below the "Sincerely," text.

Valerie A. Ramones, Ph.D., RN
Associate Chief for Education/
Designated Learning Officer.

Stormont-Vail HealthCare

January 7, 2009

Cynthia A Hornberger, PhD, ARNP, MBA
Dean, School of Nursing
Washburn University
1700 SW College
Topeka, Kansas 66621

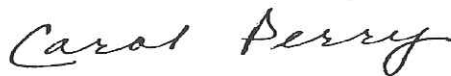
Dear Dr. Hornberger:

Key staff from Stormont-Vail HealthCare in collaboration with affiliate hospitals and other healthcare partners has been given an excellent opportunity to assist with the planning and development of the Clinical Nurse Leader curriculum at Washburn University. The Master of Science in Nursing Degree for the Clinical Nurse Leader has come at a most opportune time to address a critical need for generalist at the point of care.

With history of patient safety, preventable adverse events, nursing shortage and enrollment challenges we think this role becomes even more critical. The Clinical Nurse Leader role evaluates patient outcomes, asses cohort risk, and has the decision-making authority to change care plans when necessary. This is the time for an educational program that prepares the practitioner for this type of decision making, performance improvement, and promotion of evidence based practice.

Stormont-Vail HealthCare fully supports the Clinical Nurse Leader Program. The clinical nurse leaders will make a difference with patient satisfaction, staff satisfaction and outcomes of care. Stormont-Vail HealthCare supports the need for clinical nurse leaders to manage and coordinate comprehensive client care in patient care areas. The Clinical Nurse Leader Program at Washburn University will fulfill a tremendous need as we have individuals who are interested in this program.

Sincerely,



Carol S. Perry, RN, MSM
Vice President of Patient Care Services and
Chief Nursing Officer
Stormont-Vail HealthCare
1500 SW Tenth Avenue
Topeka, Kansas 66604

CP/sm

To Members of the Faculty Senate,

By a vote of 18 Approve, 0 Disapprove, and 3 No Vote, the Graduate Committee recommends the Faculty Senate approve the School of Nursing's proposal for the MSN Program Track: **Clinical Nurse Leader**.

Dr. Robert J. Boncella

Chairman Executive Committee of the Graduate Committee