

April 28, 2021

TO: Members of the Board of Trustees

FROM: Carl W. Lejuez, Ph.D.  
Provost and Executive Vice President for Academic Affairs



RE: Post-Master's Nurse Leader Certificate

RECOMMENDATION:

That the Board of Trustees approve a new Post-Master's Nurse Leader Certificate

BACKGROUND:

This 21 credit post-master's certificate is designed to meet the growing needs of nurse leaders. A nurse leader is a nurse who excels in their career path by providing leadership in healthcare organizations. Those choosing the nurse leader concentration choose indirect care roles that focus on areas of practice at the aggregate, systems or organizational level. Nurse leaders include seasoned nurses or healthcare administrators who are interested in refining their leadership and administrative skills. Nurse leaders are key to an organizations success and directly impact front-line caregivers in delivery of patient care.

The Nurse Leader Graduate Certificate is offered entirely online. It is designed for Masters-prepared nurses who wish to pursue administrative leadership within healthcare organizations and provides real-world skills in staff development, labor relations, healthcare financing, quality improvement and human resource management. The certificate program can be used to fulfill some of the eligibility requirements to apply for the ANCC Nurse Executive Certification examination or the American Organization for Nurse Leaders as a Certified Nurse Manager and Leader (CNML) or Certified in Executive Nursing Practice (CENL).

Anticipated enrollment is 12-16 students per year. No additional resources are needed for the program.

## Request for New UConn Academic Degree Program

### General Information

Name of degree program:	Post-Master's Nurse Leader Certificate
Name of sponsoring Department:	Nursing
Name of sponsoring College:	School of Nursing
Campuses:	Entirely Online
Contact persons:	Denise Bourassa
Type of Proposal:	New
Type of Program:	Graduate Certificate
Anticipated Initiation Date:	Fall 2021
Program Payment Type:	Fee based
CIP Code:	51.0000: Health Services/Allied Health/Health Sciences, General.

### Justification for the New Program

We have had requests for creating a non-clinical specialty area of concentration in the MS program that would be an addition to current MS prepared advance practice nurse practitioner. The post master's nurse leader certificate will meet this need by preparing nurses for career advancement in nursing leadership/administration. The changes to the Graduate Catalog copy is for information on required core courses for the other concentrations of the MS program.

### Are there similar programs in CT or elsewhere?

There is one other post master's certificate in nursing leadership in CT

### What are the desired learning outcomes of the program?

Objectives of the post-master's nurse leader certificate are as follows:

- Synthesize appropriate theories from nursing and related fields to respond to emerging health care challenges.
- Synthesize appropriate scientific findings and theories from nursing and related fields to lead change to improve outcomes.
- Influence health care policy for the benefit of person, community, nursing, and environment.
- Demonstrate PRAXIS at an advanced level of nursing in a selected area of concentration.
- Exert leadership in creating a collaborative and caring health care community.
- Synthesize best evidence and translate into practice to creatively improve health care quality and outcomes.

**Program Description**

This 21 credit post-master's certificate is designed to meet the growing needs of nurse leaders. A nurse leader is a nurse who excels in their career path by providing leadership in healthcare organizations. Those choosing the nurse leader concentration choose indirect care roles that focus on areas of practice at the aggregate, systems or organizational level. Nurse leaders include seasoned nurses or healthcare administrators who are interested in refining their leadership and administrative skills. Nurse leaders are key to an organizations success and directly impact front-line caregivers in delivery of patient care. Courses: NURS 5230, NURS 5235, NURS 5240, NURS 5245, NURS 5870, NURS 5249 and NURS 5865

**Proposed Graduate Catalogue Copy**

Nurse Leader Post-Master's Certificate

The Nurse Leader Graduate Certificate is a seven-course (21-credit) graduate certificate program offered entirely online. It is designed for Masters-prepared nurses who wish to pursue administrative leadership within healthcare organizations and provides real-world skills in staff development, labor relations, healthcare financing, quality improvement and human resource management. The certificate program can be used to fulfill some of the eligibility requirements to apply for the ANCC Nurse Executive Certification examination or the American Organization for Nurse Leaders as a Certified Nurse Manager and Leader (CNML) or Certified in Executive Nursing Practice (CENL).

Required Courses: NURS 5230, 5235, 5240, 5245, 5249, 5865, 5870

One or more of the following course requirements may be waived with approval at the time of admission based on a student having taken equivalent courses: NURS 5235, 5865, and 5870.

**Faculty Involvement**

Dr. Denise Bourassa will serve as program director and will teach 2 of the courses required. Dr. Bourassa will serve as advisor for all students in the post master's certificate program. Other faculty in the school of nursing will also teach in this program.

**Enrollment and graduate projections**

12-16 per year

**Program Evaluation**

The programs will be evaluated for applicants, enrolled students, attrition and students dismissed for academic performance. We will conduct quality improvement surveys to provide justification for program changes if necessary and provide information assessing attainment of post-master's certificate program objective. Finally we will conduct post graduation surveys to students and track professional advancements and achievements, national certifications and student satisfaction with the program.

**Program Administration**

University graduate admissions office will develop application in Slate. Program director will evaluate prospective students' application and conduct interviews to determine acceptance to program. Program director will be advisor for students in this program and oversight will be provided by Associate Dean for Academic Affairs, Dr. Angela Starkweather

**Funding and Financial Resources Needed**

None

**Other Resource Needs**

None

**Consultation with other potentially affected units**

None

**Who can apply to this program?**

Internal applicants (current UConn students enrolled in another UConn degree or certificate program), External applicants (individuals who are not currently UConn students)

**Anticipated term and year of first enrollment**

Fall 2021

**Admission Requirements**

Master's degree from an accredited nursing program with GPA of 3.0 or higher

**Term(s) to which students will be admitted**

Fall

**Application deadline: 4/1/2021**

**Initiator**

Denise Bourassa, [denise.bourassa@uconn.edu](mailto:denise.bourassa@uconn.edu), 860-450-2603

**Program Director Name**

Denise Bourassa, Faculty, [denise.bourassa@uconn.edu](mailto:denise.bourassa@uconn.edu), 860-450-2603

**Administrative Contact**

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