RESOLVED: That the Academic Senate recommend to the President the approval of the attached Academic Master Plan.

RATIONALE: Proposing a new degree is a two-stage process: (1) a very brief rationale for the degree is placed on the Academic Master Plan, and if approved by the CSU Board of Trustees, (2) the full degree proposal is developed and approved at the campus and system level.

The attached plan has been prepared by interim Associate Vice President for Academic Affairs, Dean of Academic Programs, Dr. Debra Jackson and reviewed by AAC and BPC of the Academic Senate.

The following new academic program has been added to this year’s submission:

- Doctor of Nursing Practice (DNP)/Nurse Practitioner (NP) Program

Attachments:
AMP 2021-22 through 2029-30_Approved by AAC and BPC 12-3-20
Projected-DegreeProposal Form_DNP Nursing
Appendix A NONPF DNP Statement
Appendix B CSU Board of Trustees President DNP final

Distribution List:
President
Provost
Interim AVP Faculty Affairs
Interim AVP Academic Affairs and Dean Academic Programs
Dean School of Natural Sciences, Mathematics, and Engineering
Chairs School of Natural Sciences, Mathematics, and Engineering
General Faculty
# ACADEMIC PLAN

**Existing and Projected Degree Programs**

**2020-21 through 2029-30**

California State University, Bakersfield

<table>
<thead>
<tr>
<th>School or Division and Degree Program Title</th>
<th>Existing Degree Type</th>
<th>Projected Program and Originally Approved Implementation Year</th>
<th>Academic Year for Scheduled Program Review</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>School of Arts and Humanities</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Art</td>
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<td>2023-24</td>
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<tr>
<td>Communications</td>
<td>BA^^@</td>
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<tr>
<td>English</td>
<td>BA</td>
<td>MA</td>
<td>2022-23</td>
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<tr>
<td>History</td>
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<tr>
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<tr>
<td>Theatre</td>
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<tr>
<td><strong>School of Business and Public Administration</strong></td>
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<tr>
<td>Accounting</td>
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<td>Applied Economics and Analytics</td>
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<td>MBA</td>
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<td>Finance</td>
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<td>Health Care Administration</td>
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</tr>
</tbody>
</table>

* Suspended program

^ Offered only through self-support

^^ Offered through both state-support and self-support

@ Online program

Note: Underlined programs are nationally accredited subject areas
## ACADEMIC PLAN
Existing and Projected Degree Programs
2020-21 through 2029-30
California State University, Bakersfield
(continued)

<table>
<thead>
<tr>
<th>School or Division and Degree Program Title</th>
<th>Existing Degree Type</th>
<th>Projected Program and Originally Approved Implementation Year</th>
<th>Academic Year for Scheduled Program Review</th>
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<tbody>
<tr>
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<td>Bachelor’s</td>
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### School of Natural Sciences, Mathematics, and Engineering

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<th>Existing Degree Type</th>
<th>Projected Program and Originally Approved Implementation Year</th>
<th>Academic Year for Scheduled Program Review</th>
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<td>Biochemistry</td>
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<td>Computer Science</td>
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<td>Electrical Engineering</td>
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<td>2024-25</td>
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<td>Environmental Sciences</td>
<td>BS</td>
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<td>Geology</td>
<td>BA, BS</td>
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<tr>
<td>Public Health</td>
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### School of Social Sciences and Education

* Suspended program
^ Offered only through self-support
^^ Offered through both state-support and self-support
^^^ Pilot Program
@ Online program

Note: Underlined programs are nationally accredited subject areas
<table>
<thead>
<tr>
<th>School or Division and Degree Program Title</th>
<th>Existing Degree Type</th>
<th>Projected Program and Originally Approved Implementation Year</th>
<th>Academic Year for Scheduled Program Review</th>
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<tr>
<td>Administration</td>
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<td>MS^@</td>
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<tr>
<td>Interdisciplinary</td>
<td>BA,</td>
<td>MA</td>
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</tr>
</tbody>
</table>

* Suspended program
^ Offered only through self-support
^^ Offered through both state-support and self-support
^^^ Pilot Program
@ Online program
Note: Underlined programs are nationally accredited subject areas
Title of Proposed Program | Doctor of Nursing Practice (DNP)/Nurse Practitioner (NP) Program  
Degree Designation (e.g., BS) | Doctor of Nursing Practice (DNP) Degree  
Projected Implementation Date | Fall 2023  
College | NSME  
Department | Nursing  
Contact Name(s) and Email(s) | Heidi He hhe@csub.edu

1. **Delivery mode of program:** Fully Face-to-Face [ ] Hybrid [x] Fully Online [ ]

The DNP program will use a hybrid curriculum which provides students the flexibility of online learning and the personal interaction with faculty and their peers in a traditional face-to-face format. FNP clinical courses are offered fully face-to-face allowing maximum faculty contacts and support. FNP didactic courses will be offered in a hybrid format (combination of face-to-face and online). Core DNP courses, such as health care policy and leadership, will be provided in a fully online format.

2. **Support Mode:** State-Support [x] Self-Support/Extended Education [ ]

We feel strongly that the DNP/NP program should be offered through state support. As the only NP program in a 100-mile radius, our NP program provides career paths for educationally and economically disadvantaged students from the Southern San Joaquin Valley. We are committed to providing affordable and excellent NP education.

3. **A brief summary of the purpose and characteristics of the proposed degree program:**

The purpose of the proposed Doctor of Nursing Practice (DNP)/Nurse Practitioner (NP) Degree is to comply with the emerging national NP education requirement. In May 2018, the National Organization of Nurse Practitioner Faculties (NONPF), the national leader in nurse practitioner education, made the commitment to require a DNP degree for all entry level nurse practitioner (NP) education by 2025 (Appendix A). NONPF further asserted that DNP curriculum should be seamless, without a master’s degree exit point as preparation for entry into the NP role. With this initiative, NP education will transition from master’s level education to DNP level education nationally by 2025. Unless CSU Bakersfield transitions its NP to a DNP degree, our MSN/NP graduates may not be qualified to take national certification examinations and may be unable to compete with other DNP prepared graduates in the professional job market.

Nurse Practitioners are Advanced Practice Registered Nurses who have additional education and training and have expanded scope of practice over the traditional RN role. They make diagnosis, initiate and manage treatment plans, including prescribing medications and medical devices. The NP profession has grown to fill an import and vital role helping to reduce the chronic shortage of primary care providers in the US. The increasingly complex healthcare environment demands the highest level of scientific knowledge and practice expertise to assure quality patient outcomes.

Currently, the DON at CSUB offers a Master of Science in Nursing, Family Nurse Practitioner (MSN/FNP) program, which is designed to prepare Family Nurse Practitioners. Transitioning our existing MSN/FNP to a
DNP program becomes a necessity. A DNP/NP program will meet the emerging national standard that all entry level nurse practitioners are DNP prepared, and will allow us to continue our efforts in preparing well qualified health care providers to meet the local health care workforce demand for our chronically medically underserved community in the California Central Valley.

In May 2018, the California State University (CSU) Board of Trustees adopted changes to Title 5 of the California Code of Regulation allowing CSU to award the Doctor of Nursing Practice degree independently of any other higher education institutions (Appendix B). Currently, there are several DNP degree programs in the CSU System.

4. **List the program learning objectives:**
   The objectives of the DNP program are to prepare graduates to:
   
   - Assess, analyze, evaluate, and manage complex health environments serving diverse populations to improve patient and population health outcomes;
   - Apply clinical scholarship and available evidence to make clinical and system decisions incorporating professional values and ethical principles;
   - Support and improve patient care and health care systems through the use of clinical practice models, health policy, informatics, and organizational leadership skills;
   - Advocate for clinical prevention, population health initiatives, and evidence-based health policy through interprofessional and stakeholder collaboration.

5. **Suggested CIP code:**
   CSU Degree Program Code: 12033
   Paired CIP Code: 51.3818

6. For new degree programs that are not already offered in the CSU, **provide a compelling rationale** explaining how the proposed subject areas constitutes a coherent, integrated degree program that has potential value to students and that meets CSU requirements for an academic program at the undergraduate or graduate level

7. **The program’s fit with the campus mission and strategic plan:**
   
   The DNP/NP program will strongly support every aspect of the University Mission: “CSU Bakersfield is a comprehensive public university offering excellent undergraduate and graduate programs that advance the intellectual and personal development of its students. We emphasize student learning through our commitment to scholarship, ethical behavior, diversity, service, global awareness and life-long learning. The University collaborates with partners in the community to increase the region’s overall educational attainment, enhance its quality of life, and support its economic development.”

   The DNP doctoral education will advance our students’ intellectual and personal development. These doctorally prepared NPs will acquire knowledge, skills, attitudes, and values essential to the practice of professional nursing. They will make autonomous and collaborative judgments in a variety of healthcare situations and will be accountable for their practice.
Second, as independent clinicians, Nurse Practitioners must commit to lifelong learning to stay current with new research findings and emerging best practices and help patients and their families navigate the complex and ever-changing health care landscape. The doctoral education will provide Nurse Practitioners the breath and depth of knowledge to provide patient centered, culturally competent quality health care, and further contribute to improving health outcomes in the community.

Furthermore, the DNP/NP program addresses several of the social determinants of health such as poverty, low education rates, and access to healthcare, for California’s Central Valley population by preparing a locally trained, highly qualified health care workforce. These doctorally prepared Nurse Practitioners will increase the number of health care professionals in the chronically medically underserved California Central Valley, thereby increasing access to health care and providing culturally competent care. These Nurse Practitioners will also serve as role models for local residents, especially children, who live in a community where educational attainment is low and poverty rates are high.

8. **Anticipated student demand:** Provide projections in the table below and identify the evidence you have used to make these projections (e.g., US Bureau of Labor Statistics).

<table>
<thead>
<tr>
<th></th>
<th>At Initiation</th>
<th>After 3 Years</th>
<th>After 5 Years</th>
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</thead>
<tbody>
<tr>
<td>Number of Majors</td>
<td>18</td>
<td>18</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>(Annual)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of Graduates</td>
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<td>18</td>
<td>54</td>
</tr>
<tr>
<td>(Cumulative)</td>
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</tbody>
</table>

Evidence:
Currently, the DON at CSUB offers a Master of Science in Nursing, Family Nurse Practitioner (MSN/FNP) program. Since its reopening in 2014, the FNP program has consistently had more qualified applicants than available seats even without advertising or recruitment, averaging 50 qualified applicants for 18 seats each year. We anticipate the demand for the DNP/NP program will mirror current demand, with proper outreach and recruitment, since MSN/NP program will no longer be an option nationwide in the near future. We plan to accept a cohort of 18 students every year.

9. **Workforce demands and employment opportunities for graduates:** Describe the demands and opportunities, as well as the evidence you have used to make these claims.

Many areas in Kern County have been designated as Rural or Health Professional Shortage Areas by Health Resources and Serveries Administration (HRSA, 2018). The latest data shows that the Primary Care Provider to Patient Ratio is 1:2,037 in Kern County, while California average is 1:1260 (Robert Wood Johnson Foundation, 2020).

Since 2016, the FNP program at CSUB has graduated three cohorts, a total of 50 FNPs, demonstrating its value in providing locally trained well qualified health care providers to the region. The majority of our graduates are working in local medically underserved communities providing much needed care to underserved population. These locally trained NP graduates are highly sought after by the local health care agencies. Many of them received multiple offers with generous compensation package even before their graduation.

10. **Other relevant societal needs:**
Many areas in Kern county and California’s Central Valley are designated as Health Professional Shortage Areas (HPSA) and Medically Underserved Areas (MUA) by the US Health Resources and Services Administration (HRSA) (2018). Kern County residents have poorer health outcomes compared to residents of other counties in California. Of the 57 ranked counties, Kern placed 52nd in terms of overall health outcomes (California Department of Public Health, 2018; Robert Wood Johnson Foundation, 2018). In addition, the projected national shortage of primary care physicians (HRSA, 2013), the expanding older population, the entry of the previously uninsured into the mainstream health system, and the characteristics of the rapidly growing community are expected to add further strains on an already overburdened health system in Kern County.

Recruitment and retention of qualified primary care providers has been a challenge for the Central Valley’s rural and underserved areas. Research has found that having an existing connection to the community, and growing up in a medically underserved setting, is associated with the intent to practice in underserved areas. CSUB NP program is the logical solution to meet community demand. It will increase the recruitment and retention of primary care providers in the region, without the costly need to recruit and relocate providers who have no ties to the community. Most of our NP students are local residents with strong local ties. Their unique understanding of the community makes them culturally competent, empathetic and effective health care providers. More important, they desire to stay in the community to serve their community. Transitioning to the DNP program will only further CSUB’s contribution to the community by providing vital educational resources and health care services to address the shortage of primary care providers in our community and is a critical asset for California’s Central Valley.

11. An assessment of the required resources and the campus commitment to allocating those resources:

Provide a narrative description of resources that will be needed at initiation, after three years, and after five years. Note: Approval of this proposal by campus entities represents the campus commitment to allocating these resources.

Currently the MSN/FNP program is a 2-year 5- semester program. The proposed DNP program will be a 3- year 8- semester program. NP curriculum includes didactic and clinical courses. Clinical courses require more resources and faculty oversight, and are generally significantly more costly than didactic courses. While the DNP program requires an additional 3 semesters, those additional courses will mostly be didactic courses, and most of the resource intensive courses are already existing in the current MSN/NP curriculum. Transitioning to the DNP program may not require as much additional resources as some may expect. Also, doctoral programs generally command a higher tuition. This can partially offset the increased cost of the program. Furthermore, in anticipation of the transition to DNP/NP program, DON has been strategically recruiting doctorally prepared faculty members for the NP program. Currently, all full time NP faculty members are doctorally prepared.

Because of its outstanding program outcomes, the FNP program at CSUB has received approximately $3.5 million in state and federal grant funding to increase the health care workforce. In addition, the FNP program has received strong community support, including a $450,000 donation from Dignity Health and $100,000 from Dr. Kasselman Fund. We are confident that our community will continue to support the NP program, especially if it transitions to a doctoral program.

12. a. Description of Campus Approval Process
b. Approval Signatures
The Doctor of Nursing Practice Degree: 
Entry to Nurse Practitioner Practice by 2025 

May 2018

On April 20, 2018, the National Organization of Nurse Practitioner Faculties (NONPF) made the commitment to move all entry-level nurse practitioner (NP) education to the DNP degree by 2025. Today, there are more than 300 DNP programs throughout the United States (US) (AACN, 2018), and NONPF has led the evolution of NP educational preparation to the DNP degree level (NONPF, 2015). NONPF maintains its dedication to all currently credentialed NPs and faculty members; however, we recognize that as the health care delivery system has grown increasingly complex, the role of NPs has evolved. The DNP degree reflects the rigorous education that NPs receive to lead and deliver quality health care.

NONPF supports a seamless, integrated DNP curriculum without a master’s exit point as preparation for entry to the NP role (NONPF, 2015; NONPF, 2016). The DNP NP curriculum is not an add-on to the master’s curriculum; instead, the curriculum integrates objectives and learning opportunities for students to achieve the NP core and population-focused competencies that are written for doctoral-level education (NONPF, 2013; NONPF, 2017a; NONPF and AACN, 2016). There are currently 187 post-baccalaureate DNP NP programs in the US, a 24% increase since 2015 (AACN, 2018). NONPF is committed to providing resources and support for faculty members as they embrace curricular changes (NONPF 2016).

Moving all entry-level NP education to the DNP degree by 2025 will take commitment from multiple stakeholders and development of strategies and initiatives yet to be determined. In December 2017, NONPF hosted a DNP summit with stakeholders from nearly 20 national organizations to have a critical dialogue about moving entry-level NP education to the DNP degree by 2025 (NONPF, 2017b). While not all participants agreed that the DNP should be the entry level degree for NP practice, everyone agreed to continue the dialogue, stay actively engaged, and take the information back to their organizations. Moving forward, NONPF will continue to work with the DNP Summit participants and additional organizations and stakeholders, as they are critically important to realizing our goal.

As the preeminent leader in NP education that provides timely and critical resources for NP educators, NONPF moves forward with an unwavering commitment to create innovative, high quality educational resources to NP faculty during this transition. Our work will lead and unite NP educators to transform healthcare.

Approved by the NONPF Board of Directors, April 2018.
References


MEMORANDUM

Date: August 13, 2018

To: CSU Presidents

From: Alison M. Wrynn, Ph.D.  
Interim Assistant Vice Chancellor, Academic Programs and Faculty Development and Interim State University Dean, Academic Programs

Subject: Policy Changes: Doctor of Nursing Practice Title 5 Regulations

At the May 15, 2018 meeting, the California State University (CSU) Board of Trustees adopted changes to Title 5 of the California Code of Regulations. The amendments to administrative law governing the CSU address the CSU Doctor of Nursing Practice (DNP) degree programs. The amendments reflect changes brought about by Assembly Bill 422 California State University: Doctor of Nursing Practice Degree Program (Arambula), which was signed by Governor Brown on October 12, 2017. These changes to Title 5 have now been posted; a revised EO 1067 Doctor of Nursing Practice Programs, based on these amendments to Title 5, is in the process of being finalized and will be distributed later this month.

If you have questions, please contact me at (562) 951-4672 or awrynn@calstate.edu.

Enclosure

c: Dr. Loren J. Blanchard, Executive Vice Chancellor for Academic and Student Affairs  
Provosts/Vice Presidents of Academic Affairs  
Associate Provosts/Associate Vice Presidents of Academic Affairs  
Deans of Graduate Studies  
Deans of Health Sciences  
Directors of Nursing  
Dr. Catherine Nelson, Chair, Academic Senate, CSU
Title 5, California Code of Regulations
Division 5 – Board of Trustees of the California State Universities
Chapter 1 – California State University
Subchapter 2 – Educational Programs
Article 1 – General Function

§ 40050.2. Function: Instruction Leading to the Doctor of Nursing Practice Degree.

Notwithstanding Section 40050, the Doctor of Nursing Practice degree may be awarded independently of any other institution of higher education, provided that the program satisfies the criteria of Section 40513 and Section 40514.


Title 5, California Code of Regulations
Division 5 – Board of Trustees of the California State Universities
Chapter 1 – California State University
Subchapter 2 – Educational Programs
Article 2 – Curricula

§ 40100.1. Cooperative Curricula.
Curricula leading to the bachelor’s, master’s, or doctoral degree may be established cooperatively by two or more campuses. The Chancellor is authorized to establish and from time to time revise such procedures as may be appropriate for the administration of this section.


Title 5, California Code of Regulations
Division 5 – Board of Trustees of the California State Universities
Chapter 1 – California State University
Subchapter 2 – Educational Programs
Article 7 – Graduate Degrees

§ 40513. The Doctor of Nursing Practice Degree.

(a) California State University programs leading to a Doctor of Nursing Practice degree shall be distinguished from a University of California Doctor of Philosophy in Nursing program.
(b) California State University Doctor of Nursing Practice degree programs shall conform to the following criteria:
(1) The clinical degree programs in advanced nursing practice shall prepare graduates for leadership and clinical roles and to engage in evidence-based inquiry; and programs may also prepare graduates to serve as faculty in postsecondary nursing education programs.

(2) Programs shall be consistent with the requirements of a professional nursing accrediting body and the regional accrediting association.

(c) Each campus offering a program leading to a Doctor of Nursing Practice degree shall establish requirements for admission to the program. The requirements for admission shall include, at a minimum, the requirements stated in Section 41021.

(d) Programs leading to the Doctor of Nursing Practice degree shall conform to the following specifications:

(1) The curriculum may be organized as a cohort-based program and shall include learning experiences that balance research, theory, and practice. The core curriculum for each DNP program shall provide professional preparation in advanced nursing practice, including but not be limited to theory, application and evaluation of research findings, curriculum development and evaluation, professional practice, management and leadership, and essential curricular concepts for advanced nursing at the doctoral level.

(2) The pattern of study for the post-bachelor’s degree in nursing to the Doctor of Nursing Practice degree program shall include at least 27 semester units in courses organized primarily for doctoral students, and the remaining units required for the degree shall be in courses organized for specialty advanced nursing coursework as identified by national nursing specialty certification agencies. No more than 12 semester doctoral project units shall be allowed toward the degree program requirements.

(3) The pattern of study for the post-master’s Doctor of Nursing Practice degree program shall be composed of at least 36 semester units earned in graduate standing. At least 27 semester units required for the degree shall be in courses organized primarily for doctoral students, and the remaining units required for the degree shall be in courses organized primarily for doctoral students or courses organized primarily for master’s and doctoral students.

(4) At least 80 percent of required Doctor of Nursing Practice semester units shall be completed in residence at the campus awarding the degree or campuses jointly awarding the degree. The appropriate campus authority may authorize the substitution of credit earned by alternate means for part of this residence requirement. The campus may establish a policy allowing the transfer of relevant coursework and credits completed as a matriculated student in another graduate program, on the condition that the other program is appropriately accredited.

(5) A doctoral qualifying examination or assessment shall be required.

(6) The pattern of study shall include completion of a doctoral project.

(A) The doctoral project shall be the written product of a systematic, rigorous, evidence-based endeavor focused on a significant nursing practice issue. The doctoral project is expected to contribute to an improvement in professional practices, policy,
or patient outcomes. It shall evidence originality, critical and independent thinking, appropriate form and organization, and adequate rationale.

(B) The doctoral project shall reflect a command of the scholarly literature and shall demonstrate the student’s mastery of evidence-based practice at the doctoral level.

(C) The written component of the doctoral project shall be organized in an appropriate form and shall identify the problem statement and purpose, state the major theoretical perspectives, explain the significance of the undertaking, relate it to the relevant scholarly and professional literature, identify the methods of gathering and analyzing the data, and offer a conclusion or recommendation.

(D) No more than 12 semester units shall be allowed for the doctoral project.

(E) An oral presentation of the doctoral project shall be required.


Title 5, California Code of Regulations
Division 5 – Board of Trustees of the California State Universities
Chapter 1 – California State University
Subchapter 2 – Educational Programs
Article 7 – Graduate Degrees

§ 40514. The Doctor of Nursing Practice Degree: Requirements.

(a) To be eligible for the Doctor of Nursing Practice degree, the candidate shall have completed a program of study that includes a qualifying assessment and a doctoral project and that is consistent with the specifications in subdivision (d) of Section 40513 and that is approved by the appropriate campus authority. A grade point average of 3.0 (grade of B) or better shall have been earned in courses taken to satisfy the requirements for the degree, except that a course in which no letter grade is assigned shall not be used in computing the grade point average.

(b) Advancement to Candidacy. For advancement to candidacy for the Doctor of Nursing Practice degree, the student shall have achieved classified graduate standing and met such particular requirements as the Chancellor and the appropriate campus authority may prescribe. The requirements shall include a qualifying assessment.

(c) The student shall have completed all requirements for the degree within five years of matriculation into the doctoral program. The appropriate campus authority may extend by up to two years the time for completion of the requirements under the following circumstances:

1) the student is in good standing,
2) the extension is warranted by compelling individual circumstances, and
3) the student demonstrates current knowledge of research and practice in advanced nursing practice, as required by the campus.

§ 41021. Admission to Doctor of Nursing Practice Programs.

An applicant may be admitted with classified graduate standing to a program leading to a Doctor of Nursing Practice degree established pursuant to Section 40513 if the applicant satisfies the requirements of each of the following numbered subdivisions:

(1) The applicant holds an acceptable bachelor’s degree in nursing or master's degree in nursing earned at an institution accredited by a regional accrediting association and a national professional accrediting association, as applicable; or the applicant has completed equivalent academic preparation as determined by the appropriate campus authority.

(2) The applicant has attained a cumulative grade point average of at least 3.0 in an acceptable bachelor’s degree in nursing or master’s degree in nursing as determined by the appropriate campus authority.

(3) The applicant maintains active licensure to practice as a registered nurse in the state in which practicum experiences will be completed.

(4) The applicant meets all requirements for credentialing or certification eligibility as appropriate to the nursing specialty area.

(5) The applicant has demonstrated sufficient preparation and experience pertinent to nursing practice to be successful in doctoral education.

(6) The applicant has met any additional requirements established by the chancellor and any additional requirements prescribed by the appropriate campus authority.