

**DEGREE/PROGRAM CHANGE
FORM C
Form Number: C2187**

Fields marked with * are required

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Date: 11-21-2017

Associated Forms exist? Initiator's Title
Faculty Contact Administrative Contact
Department Admin Email
Branch Admin Phone

Proposed effective term

Semester Year

Course Information

Select Appropriate Program
Name of New or Existing Program
Select Category Degree Type
Select Action

Exact Title and Requirements as they should appear in the catalog. If there is a change, upload current and proposed requirements.

See current catalog for format within the respective college (upload a doc/pdf file)

[Motion for Reactivation of Revised MSN Nursing Administration Form C11202017.docx](#)

☐ **Does this change affect other departmental program/branch campuses? If yes, indicate below.**

Reason(s) for Request (enter text below or upload a doc/pdf file)

These proposed changes do not effect other departmental programs or branch campuses. Several factors drive the re-activation and proposed curriculum revision. The NADM program has been in moratorium since 2013. This decision was made, not due to lack of workforce need, but because of the CON initiatives at the time for launching the DNP NEOL program in both post-Masters and BSN to DNP. The BSN to DNP is not a current initiative. Workforce needs for adequate preparation of nurses in administrator roles, especially those new to the role, continue to be unmet in NM. This is evidenced in part by input from clinical nurse leader partners, and RN to BSN students representing bedside RN practices. Strong need was also recently voiced for preparation of new managers and directors, as well as severe shortages in recruitment into management roles, identified at the quarterly Nursing Leadership Alliance between UNM Hospital and the College (September 15, 2017). In our current environment in NM, patient safety events remain a frequent concern in our systems of care, and incivility and lateral violence in healthcare settings continues to be experienced commonly. More nursing supervisors, managers, and leaders are needed with strong skills for evidence-informed operational and change management. Competencies for the MSN NADM program differ from those of our DNP Nurse Executive Organizational Leadership (NEOL) program. Current NADM competencies include the American Academy of Colleges of Nursing (AACN) Essentials of Masters Education and the American Organization of Nurse Executives (AONE) Nurse Manager Competencies. Curriculum content is geared not only to broader leadership development, but also specifically toward knowledge, skills, and responsibilities required in operational management administrative roles. These include, but are not limited to, competencies such as human resource management and personnel development, finance, organizational and systems leadership, quality improvement, influencing behaviors, change management, relationship development, leveraging technology, and personal leadership development. The existing four NADM core courses (NURS 508, 512, 513, and 514) were last revised in 2014 to also serve as Bridge courses for the DNP NEOL. On reviewing the existing curriculum, and the emerging healthcare environment changes that have occurred since 2014, two weaknesses were identified. One relates to the growing role and opportunities afforded through e-security needs and leveraging the use of health information technology (HIT). The other is in population health and innovative models that extend beyond our traditional systems of care within institutions for the betterment of individuals, families, and communities. To address these areas, content specific to HIT and the AONE Nurse Executive Competencies: Population Health (2015), in the context of the roles and influences of nurse manager/leader competencies, is integrated throughout the existing curriculum, and specifically in the proposed changes adding 1 credit to each of the existing core courses and in the new proposed course.

Upload a document that includes justification for the program, impact on long-range planning, detailed budget analysis and faculty workload implications.(upload a doc/pdf file)

[NADM FormC Budget Implications 11202017.docx](#)



Are you proposing a new undergraduate degree or new undergraduate certificate? If yes, upload the following documents.

Upload a two-page Executive Summary authorized by Associate Provost. (upload a doc/pdf file)

Upload memo from Associate Provost authorizing go-ahead to full proposal. (upload a doc/pdf file)