

# Code

## Nurse Administrative Leadership

Under Review | Fall 2023

### Proposal Information

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**Workflow Status**

In Progress

**Faculty Senate, Faculty Senate**

expand ▲

Waiting for Approval | Faculty Senate Approval

Rick Holmes

Nancy Middlebrook

### Proposal Information

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**Sponsoring faculty member** ⓘ

Nancy Cole

**Faculty email**

njcole@salud.unm.edu

**College**

College of Nursing

**Department**

Nursing

**Campus**

Health Sciences Center  
(Albuquerque)

### Effective Term and Year

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**Proposed Effective Term and Year**

Fall 2023

### Justification

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### **Concentration Justification**

Healthcare is changing and becoming more volatile, uncertain, complex, and ambiguous. We need advanced professional nurses who know how to negotiate the system. We have an obligation to our stakeholders to ensure that our graduates can meet the needs of the healthcare environment. To address these issues, our accrediting bodies have recommended a transition to the Doctor of Nursing Practice degree. The transition to the doctoral degree is consistent with other health professions such as physical therapy, pharmacy, and occupational therapy. Our community deserves advanced nursing leaders who are well prepared to meet the challenges of modern healthcare, reduce the costs of healthcare, advance health equity, reduce the cost of healthcare, and provide evidence-based care. Consistent with our mission, advanced professional nurses of tomorrow must be doctorally prepared. The University of New Mexico College of Nursing believes that the State of New Mexico deserves high quality healthcare providers who are prepared at the highest level.

The College of Nursing has one open position for the Nursing Administrative Leadership Concentration that is in the final stages of hiring. Once hired, this concentration will be fully staffed with two primary concentration faculty to teach concentration specialty courses. Required core courses (24 credits) will be taught by faculty across the College and are sufficient in number to deliver the curriculum. The faculty are academically and experientially prepared to teach the required curriculum. This concentration admits annually and has a typical cohort of 10 students per year.

This DNP concentration replaces a master's level concentration and does not impact the College's budget or faculty workload. The faculty currently responsible for teaching the master's concentration are academically and experientially prepared to teach this new doctoral level concentration. The master's level concentration will be sunset and no longer taught.

Required didactic core courses (24 credits) will be taught by faculty across the College and are sufficient in number to deliver the curriculum. Concentration specific credits total 39 within the program of studies which are taught by concentration specific faculty.

## **Associated Forms**

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**Select any associated course forms that exist**

NURS 700 - Introduction to Professional Inquiry (3)  
NURS 707 - Formulating Strategies for Systemic Health Inquiry (3)  
NURS 709 - Integrating Innovative Strategies for Systemic Health Change (3)  
NURS 708 - Evidence-Informed Practice and Scholarship (3)  
NURS 710 - Translation of Evidence for Healthcare Practice, Policy, and Evaluation (3)  
NURS 798 - Systems Thinking for Healthcare Transformation III (1)  
NURS 799 - Systems Thinking for Healthcare Transformation IV (2) | **Under Review**  
NURS 796 - Systems Thinking for Healthcare Transformation I (2)  
NURS 797 - Systems Thinking for Healthcare Transformation II (1)  
NURS 795 - Advanced Nursing Fieldwork (1 - 7)  
NURS 770 - Principles in Advanced Nursing Leadership (4) | **Under Review**  
NURS 771 - Organizational Excellence Seminar (2) | **Under Review**  
NURS 772 - Transforming Organizations through Healthcare Reform (3) | **Under Review**  
NURS 778 - Public Community-Based Program Management and Evaluation (2)  
NURS 773 - Finance for Emerging Nurse Leaders (2) | **Under Review**  
NURS 774 - Nursing Administrative Leadership Specialty Practicum (5) | **Under Review**  
NURS 775 - Human Resources Management (3) | **Under Review**  
NURS 776 - Finance for Advanced Nurse Leaders (4) | **Under Review**  
NURS 777 - Quality Management for Nurse Leaders (4) | **Under Review**

**Select any associated program forms that exist**

DNP Nurs Prac

## Program Information

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**Degree Name**

DNP Nurs Prac - Doctor of Nursing Practice

**Degree Type**

Doctor of Nursing Practice

**Program Type**

Doctoral

**Program Description**

No Parent Selected

## Degree Hours

## Minimum Major Hours

59-71

## Degree Requirements

Choose one  
concentration

34 - 45

Total Credits

- Complete 1 of the following

### **Clinical Concentration**

- Earn at least 35 credits from the following types of courses:  
Clinical Concentration required courses (see above) and 250 Clinical/Practice hours.

### **Nursing Executive Organizational Leadership Concentration**

- Completed between 34 and 45 credits from the following types of courses:  
Nursing Executive Organizational Leadership Concentration required courses (see above) and 550-700 Clinical/Practice hours.

**Grand Total Credits: 34 - 45**

## Concentration Information

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### **Concentration Title**

Nurse Administrative Leadership

### **Program Level**

Graduate

### **Concentration Requirements**

Fetching rules...

### **Concentration Description**

The nurse administrative leadership (NAL) BSN to DNP program at the University of New Mexico College of Nursing is a four-year (11 terms) part time program of study. It prepares graduates to provide advanced nursing leadership, using both independent and collaborative approaches, to individuals, organizations, and systems across the health care spectrum, including management of patient care and health promotion, system innovation and transformation, program management and evaluation, quality improvement, advocacy and policy development, and human resources development. The focus of the program is to prepare graduates to serve individuals, communities and health care systems, and influence healthcare policy and change initiatives across New Mexico.

#### **NAL Program Goals:**

- A. Assume the role of the doctoral prepared nurse in teaching, scholarship, leadership, and service.
- B. Apply analytic methods to create, evaluate, and adopt effective innovations to improve health.
- C. Analyze, translate, and apply evidence to improve health outcomes.
- D. Engage individuals and communities to develop, implement, and evaluate interventions to address their health disparities.
- E. Facilitate optimal health outcomes through delivery of culturally sensitive care, including clinical prevention strategies, identification of risk, and systems change and innovation.
- F. Apply clinical, community, and policy interventions to reduce health inequities.
- G. Evaluate and critique social policy relevant to the organization and delivery of health care.
- H. Apply leadership and advocacy skills in the development, implementation, and evaluation of health policy.
- I. Utilize effective management and organizational skills to assume a leadership role in health care delivery, policy, and systems.
- J. Practice nursing reflectively, guided by theory and evidence-based frameworks, based on best evidence and integrating creative and critical thinking.
- K. Integrate ethical principles in decision-making and evaluation of care related to individuals, families, populations and systems of care.