

May 9, 2016

To: Terry Schwartz, Interim Provost

From: Kelli J. Klebe, Dean of the Graduate School

RE: Psychiatric Mental Health Nurse Practitioner Gainful Employment certificate

The Graduate Executive Committee met on May 6, 2016 and voted to recommend approval of the proposed Psychiatric Mental Health Nurse Practitioner Gainful Employment certificate in Nursing.

Approved:



T. Schwartz, Interim Provost

5/11/16

Date

cc: K. Peterson, J. Spicher, N. Smith

### Certificate Approval Form

In order for a certificate program to be reviewed, please fill out the form below and submit to the appropriate college and campus committees. Please plan on at least six months after submission before offering a certificate. Complete information in Part I for all requests. Part II needs to be completed by those seeking approval for Gainful Employment (GE) certificates with financial aid eligibility for non-degree seeking students. All appropriate signatures should be obtained.

#### PART I

1. Name of Certificate: Psychiatric Mental Health Nurse Practitioner (PMHNP)  
Post-master's certificate
2. Department(s): Nursing
3. College(s)/Institutions: Helen and Arthur E. Johnson Beth-El College of  
Nursing + Health Sciences
4. Faculty Director/Advisor: Kerry Peterson, PhD, DNP, PMHNP-BC
5. Type of Certificate:

- Gainful Employment  
 Course of Study  
 Professional Development  
 Non-notated

6. Expected start date (semester and year): Fall 2016
7. Number of required credit hours: 26 credits
8. Anticipated length of the program in semesters including summer (e.g., 2 years = 6 semesters):  
5 semesters
9. Describe the certificate program. Include in your description the following information:

- a. How the certificate program fits the unit's role and mission. If applicable, explain the specific roles of each institution if there are multiple institutions involved.
- b. Courses and requirements (e.g., minimum grades) to complete the certificate.
- c. Admission criteria (at a minimum must follow criteria delineated in policy but program may have higher standards)
- d. The exit process (include requirements for finishing, any forms that must be completed stating who completes these forms—student, faculty director, etc.; who will provide a list of completers to A&R so that a person's transcript may be changed).
- e. Costs of offering the certificate program.
- f. Expected benefits, income, return on investment.
- g. If applicable, describe any fees (e.g., program, course, application) that you will charge. (Note: You will need to follow campus procedures for fees.)
- h. If you are proposing a non-notated certificate, please explain why this is the best type of certificate and why you are not using a CoS or PD certificate. Please submit a plan for how you will inform students that the certificate will not be notated on official university transcripts.

Certificate Approval Processes Approved 6/2/15

9. Describe the certificate program. Include in your description the following information:

a. How the certificate program fits the unit's role and mission. If applicable, explain the specific roles of each institution if there are multiple institutions involved.

The PMHNP Certificate fits into the Helen and Arthur E. Johnson Beth-El College of Nursing and Health Sciences mission to provide excellence in education, scholarship, and practice in the health professions. Specifically, this certificate program will prepare graduates to become PMHNPs with the knowledge and skills necessary to assess, diagnose, and treat mental health conditions for patients across the lifespan in a variety of settings.

b. Courses and requirements (e.g., minimum grades) to complete the certificate.

Courses:

NXXXX (3) Mental Health Assessment and Interventions Across the Lifespan

NXXXX (6) Adult Psychiatric Diagnosis and Management for the PMHNP

\*135 contact hours

NXXXX (6) Geriatric Psychiatric Diagnosis and Management for the PMHNP

\*135 contact hours

NXXXX (6) Child & Adolescent Psychiatric Diagnosis and Management for the PMHNP

\*135 contact hours

NXXXX (5) Synthesis PMHNP practicum

\*225 contact hours

\* TOTAL CREDITS = 26 (630 contact hours of PMHNP practicum)

Requirements:

- Completion of 26 credits with a grade of "B" or more
- Completion of certificate requirements within six years

c. Admission criteria (at a minimum must follow criteria delineated in policy but program may have higher standards)

- Minimum cumulative GPA of 3.0 for all previous course work
- Curriculum Vitae or Resumé
- Completion of an accredited Master's degree in nursing program
- Current unrestricted Registered Nurse License from the state where you practice during practicum rotations
- Passing score on the Test of English as a Foreign Language (TOEFL) if your native language is not English.
- Submission of all application materials by posted deadlines

d. The exit process (include requirements for finishing, any forms that must be completed stating who completes these forms—student, faculty director, etc.; who will provide a list of completers to A&R so that a person's transcript may be changed).

**Intent to Complete Certificate Form- Turned into Diane Busch, Program Assistant for Graduate Nursing**

**e. Costs of offering the certificate program.**

**\$28,000 per year in instructional costs to pay faculty**

**f. Expected benefits, income, return on investment.**

**“The outlook for PMH APRNs is excellent! As with all nursing specialties, there is a shortage of psychiatric-mental health advanced practice nurses. According to Health eCareers, PMHNPs were the #2 most in demand APRN position in the first quarter of 2015. And the United States Bureau of Labor Statistics expects the demand for APRNs to grow approximately 31% over the next decade, much faster than the national average for all occupations. The rate of pay to expect as a PMH APRN will depend on where you work, your level of experience and any additional certifications you obtain” (APNA, 2015)**

**2014 Median pay for APRNs was \$102,670 per year or \$49.36 per hour**

**Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2014-15 Edition, Nurse Anesthetists, Nurse Midwives, and Nurse Practitioners, on the Internet at <http://www.bls.gov/ooh/healthcare/nurse-anesthetists-nurse-midwives-and-nurse-practitioners.htm>**

**There is also a shortage of PMHNPs and mental health providers in El Paso and Teller Counties**

**g. If applicable, describe any fees (e.g., program, course, application) that you will charge. (Note: You will need to follow campus procedures for fees.)**

**\$100 technology fee for each online course**

**h. If you are proposing a non-notated certificate, please explain why this is the best type of certificate and why you are not using a CoS or PD certificate. Please submit a plan for how you will inform students that the certificate will not be notated on official university transcripts.**

**N/A**

**PART II (for GE Certificates)**

1. Program website URL for certificate program:  
Pending development
2. Provide a narrative description of how the institution determined the need for the program. Describe what need this program will address and how the institution became aware of that need. If the program will be offered in connection with, or in response to, an initiative by a governmental entity, provide details of that initiative. see attached
3. Provide a narrative description of how the program was designed to meet local market needs, or for an online program, regional or national market needs. For example, indicate if Bureau of Labor Statistics data or state labor data systems information was used, and/or if state, regional, or local workforce agencies were consulted. Include how the course content, program length, academic level, admission requirements, and prerequisites were decided; including information received from potential employers about course content; and information regarding the target students and employers. see attached
4. Provide a narrative description of any wage analysis the institution may have performed, including any consideration of Bureau of Labor Statistics wage data related to the new program. see attached
5. Was the program reviewed and approved by any external groups such as:
  - Business advisory committee
  - Program integrity board
  - Oversight/regulatory agencies (other than CDHE or accrediting agencies)
  - Business that would likely employ graduates of the program
6. Provide a narrative description of how the program was reviewed or approved by, or developed in conjunction with, the entities selected in #5. For example, describe the steps taken to develop the program, identify when and with whom discussions were held, provide relevant details of any proposals or correspondence generated, and/or describe any process used to evaluate the program. The institution must retain, for review and submission to the appropriate federal agencies upon request, copies of meeting minutes, correspondence, proposals, or other documentation to support the development, review, and/or approval of the program. see attached
7. Describe how you will determine the on-time completion rate, job placement rate, and median loan debt in order to disclose the information on the departmental website. see attached
8. When do you intend to begin disbursing Title IV funds to students: Fall 2016  
students will be eligible for financial aid + scholarships

9. Estimate the cost of the program (you may change table as needed for your certificate and whether the program is online or in-person but make sure you include all information needed for GE designation):

	Per Term	Annual
Tuition and fees	\$4402.50	\$13,207.50
Room and board	0	0
Books and supplies	\$400.00	\$1,200.00

Additional explanation of costs, if necessary (e.g., cost per credit hour):

In state tuition based off 6 credits per semester

10. Using the Standard Occupational Classifications <http://www.bls.gov/soc>,

- a. Select the primary occupational group for which the Gainful Employment Program will train the student:  
Healthcare practitioners and Technical occupations
- b. List all six-digit codes that reflect occupations in which the graduates of the proposed program will be trained for employment: 29.1171

11. Have you read the Gainful Employment regulations posted at <http://www.ifap.ed.gov/GainfulEmploymentInfo/index.html> and are you aware that failure to comply and failure to meet "gainfulness" could make your program ineligible for the Title IV financial aid on an annual basis?  Yes  No

Have you reviewed the regulations for any further requirements in the application?

Yes  No

2. Provide a narrative description of how the institution determined the need for the program.

There is a shortage of psychiatric mental health care providers who can prescribe medications both nationally and locally. El Paso County and Teller Counties are home to a combined 678,000 residents. The Colorado Health Institute has published data supporting that regional disparities exist in both counties related to access to needed primary health care. Primary health care settings are the most likely source of initial assessment and referral to a psychiatric-mental health care provider. In particular, recruitment and retention of primary care physicians in El Paso and Teller Counties has been an ongoing challenge. In both counties, the provider to 1,000 resident ratio is better for primary care nurse practitioners than for primary care physicians (Colorado Health Institute, 2014). One factor may be that nurse practitioners are more likely to practice in underserved areas than are physicians.

Resources for mental health services are shrinking at a time when 3 in 10 Coloradoans need care for mental illness and/or substance use disorders (The Mental Health Funders Collaborative, 2011). Colorado ranks 6<sup>th</sup> in the United States for the highest suicide rate in data collected between 2001 and 2005 (University of Colorado Health, 2013). Even more concerning is that, between 2008 and 2012, the rate of suicide was higher than the state average in both El Paso and Teller Counties (CDPHE, 2014). Despite the obvious need, the ratios of residents to mental health professionals in El Paso and Teller Counties remains inadequate; in Teller County, there are 803 residents per mental health professional (data includes non-prescribers as well as prescribers)(University of Wisconsin Population Health Institute, 2015).

Among the total advanced practice nurse population in Colorado (includes both NPs and other advanced practice nurses), only 5% have chosen to specialize in psychiatric-mental health (CHI, 2011). However, we have current advanced practice students and prospective student interested in attending a Psychiatric/Mental Health NP (PMHNP) program at UCCS. By offering a PMHNP program and targeting recruitment of students from El Paso and Teller Counties for the program, access to desperately needed mental health care related to prescribing provider shortage can be resolved.

3. Provide a narrative description of how the program was designed to meet local market needs, or for an online program, regional or national market needs.

The Advanced Practice Nursing Program at the Helen and Arthur E. Johnson Beth-El College of Nursing and Health Sciences is an online program that works to meet the demands of not only the local market, but state, and national markets also. According to the Bureau of Labor Statistics data, the outlook for nurses and Advanced Practice Nurses (APNs) is "excellent" and is expected to "grow much faster than average". The expectation is that there will be more jobs in nursing than any other occupation. The demand for nurses is also compounded by the aging nursing workforce and the lack of nursing educators to train RNs and APNs in most regions of the country.

The course content, program length, prerequisites, and academic level for the Advanced Practice Nursing Program at the Helen and Arthur E. Johnson Beth-El College of Nursing and Health Sciences were created in accordance with national nursing standards. The program follows recommendations from the American Association of Colleges of Nursing, the National Organization of Nurse Practitioner Faculties, and the Commission on Collegiate Nursing Education, our current accrediting body. Admission standards remain the prevue of the Graduate Department and are similar to other APN programs.

Alumni surveys are sent from the college each year to determine satisfaction with the program, rates of employment, and certification pass rates. These surveys are used to work at process and program improvement. Likewise, employer surveys are sent out to determine if our graduates are meeting the needs of the employer and if they are well trained to take on the role as APNs. Feedback is requested from both groups in an effort to improve the program outcomes.

4. Provide a narrative description of any wage analysis the institution may have performed, including any consideration of Bureau of Labor Statistics wage data related to the new program.

The rate of pay to expect as a PMH APRN will depend on where you work, your level of experience and any additional certifications you obtain" (APNA, 2015)

2014 Median pay for APRNs was \$102,670 per year or \$49.36 per hour

Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2014-15 Edition, Nurse Anesthetists, Nurse Midwives, and Nurse Practitioners, on the Internet at <http://www.bls.gov/ooh/healthcare/nurse-anesthetists-nurse-midwives-and-nurse-practitioners.htm>

6. Provide a narrative description of how the program was reviewed or approved by, or developed in conjunction with, the entities selected in #5

Faculty members of the Helen and Arthur E. Johnson Beth-El College of Nursing and Health Sciences have been approached by several individuals and agencies regarding the need for psychiatric prescribers in our community and the need for a PMHNP program at UCCS. In particular Aspen Pointe and Peak Vista have expressed interest in hiring PMHNPs, and both agencies have emphasized the shortage of psychiatric prescribers in our community.

The PMHNP option will be approved by our main accrediting body, the Commission on Collegiate Nursing Education (CCNE), along with our other graduate nursing options to ensure that the quality of the programs is maintained and improved upon. Our last accreditation visit was in 2015, at which time we received accreditation for a 10 year period of time, the longest amount of time that CCNE gives. Along with CCNE our faculty members follow guidelines that are recommended from the National Organization of Nurse Practitioner Faculties (NONPF) and the American Association of Colleges of Nursing (AACN). One other regulatory agency that the



advanced nursing program must comply with is the Colorado State Board of Nursing. This agency has created statues and requirements for APNs in the state, our program must also be in compliance with these regulations.

At the University level, the graduate nursing program receives oversight from the UCCS Graduate Executive Committee and the Graduate School Dean. The PMHNP MSN option and Course of Study certificate were approved by the GEC in March of 2016.

Finally, at the college and department level, the Dean of the Helen and Arthur E. Johnson Beth-El College of Nursing and Health Sciences and the Nursing Department Chair in conjunction with the Graduate Faculty all work to ensure that the quality of the program continues to be maintained and improved, as dictated by the above regulatory agencies. Accreditation reports and recommendations from our accrediting body are available on request, as well as college and graduate faculty minutes that outline the day to day curricular and operational changes that occur within the college.

7. Describe how you will determine the on-time completion rate, job placement rate, and median loan debt in order to disclose the information on the departmental website.

PMHNP post-master's certificate students will have 6 years to complete requirements for the certificate. Many students in our graduate nursing certificates are currently employed and need the certificate and subsequent national certification for employment purposes. Students self-reporting is the only way we have job placement rate information. Median student loan debt will be determined by student report and information obtained from Institutional Research.

## Proposed Post- Masters PMHNP Degree Plan

**Full Time Option:**

Summer	Fall	Spring
	NXXXX (3) Mental Health Assessment and Interventions Across the Lifespan  <span style="float: right;">(3)</span>	NXXXX (6) Adult Psychiatric Diagnosis and Management for the PMHNP * <u>135 contact hours</u>  <span style="float: right;">(6)</span>
NXXXX (6) Geriatric Psychiatric Diagnosis and Management for the PMHNP * <u>135 contact hours</u>  <span style="float: right;">(6)</span>	NXXX (6) Child and Adolescent Psychiatric Diagnosis and Management for the PMHNP * <u>135 contact hours</u>  <span style="float: right;">(6)</span>	NXXXX (5) Synthesis PMHNP practicum * <u>225 contact hours</u>  <span style="float: right;">(5)</span>

**TOTAL CREDITS = 26 (630 contact hours of PMHNP practicum)**

**Required Signatures**

Additional names and signature lines may be added as necessary (e.g., center directors)

**Requested by:**

Kerry Peterson      *Kerry Peterson*      4/28/16  
Faculty: Name      Signature      Date

**Approvals:**

Amy Silva-Smith      *Amy Silva-Smith*      4/29/16  
Department Chair: Name      Signature      Date

NANCY SMITH      *Nancy Smith*      4.29.16  
College Dean: Name      Signature      Date

Kelli J. Kube      *Kelli J. Kube*      5-10-16  
Campus Committee Chair: Name      Signature      Date  
Graduate School Dean or Vice Provost of Academic Affairs

\_\_\_\_\_  
Campus Certificate Implementation  
Committee Chair: Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Teresa P. Schwarz      *Teresa P. Schwarz*      5/11/16  
Provost: Name      Signature      Date

**To be completed by the Campus Certificate Implementation Committee:**

CIP Code: \_\_\_\_\_ Plan Code: \_\_\_\_\_

Career Code: \_\_\_\_\_ Subplan Code: \_\_\_\_\_

Program Code: \_\_\_\_\_ Effective Date: \_\_\_\_\_

Date Assigned: \_\_\_\_\_

Meets all federal Gainful Employment Certificate Requirements?: Yes No  
If no, what requirements are missing?