



School of Nursing

Fire, Aim, Ready

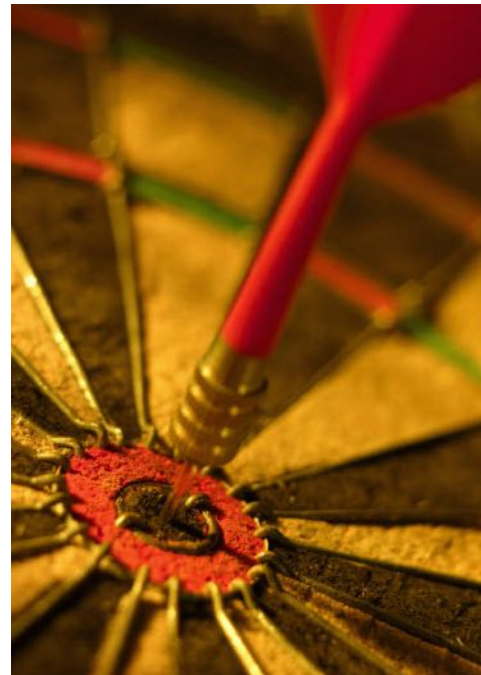
DNP - The Challenge to Advancing Advanced Practice

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Dean & Professor

Taking a page from the “Entrepreneur’s Playbook:

-  Fire
-  Aim
-  Ready



Sacred Process

★ Hallmark of Change in Nursing...

📌 Data

📌 Plan

📌 Action

📌 Outcomes

📌 Nursing Process



★ Ready, Aim, Fire!

Sacred Process

★ Hallmark of Change in Nursing Education...

📌 Data, *Data, Data*

📌 Plan, *Plan, Plan*

📌 Action

📌 Outcomes

🔗 Nursing Process



★ Ready, Aim, Fire!



Resistance to Support for the DNP

★ NOT ENOUGH DATA

- 📌 What is advanced practice?
- 📌 What indicates that we need the DNP?
- 📌 Isn't this only relevant to the NP?
- 📌 Oh, maybe relevant to clinicians...
- 📌 Oh, maybe relevant to educators...
- 📌 Oh, maybe it has a place in systems and population focuses...

★ CAN'T PLAN WITHOUT ANSWERS...

- ✦ What about state rules and regulations?
- ✦ What about schools without the authorization to award doctoral degrees?
- ✦ How will the new degree be accepted?
- ✦ Are their jobs?
- ✦ What will this do to research doctoral programs?

NEED MORE DATA, MORE PLANNING!

BUT, What Happened????

★ The “profession” takes the entrepreneurial leap!

 FIRE

 AIM

 READY



Fire, Aim, Ready Paradigm

- ★ Environmental Scan
- ★ Observation of a Gap
- ★ Good Idea (not best, not only, but responsive)
- ★ √- Do it
- ★ Refine
- ★ Integrate into the Environment

★ Education

- 📌 Scan - Information is transferred orally
- 📌 Gap - Maybe there is another way to transfer knowledge
- 📌 √ Idea - Put information in writing - Books
 - 🌐 BUT THEN WE WON'T NEED TEACHERS/NOT EVERYONE CAN READ...
- 📌 Refine (parchment, hardbacks, paper, electronic...)
- 📌 Integration - Books as a fabric of life

★ Social Policy

- 📌 Scan - Only males can vote in US
- 📌 Gap - That means about half the people living in US have no say...
- 📌 √ Idea - 19th Amendment - Give Women the Vote
 - 🌐 BUT WOMEN ARE EMOTIONAL & UNEDUCATED; THEY NEED TO STAY FOCUSED ON FAMILY & HOME
- 📌 Refine - Voting rights act
- 📌 Integrate - Voting access as a right not only for Americans, but the world

★ Technology

- 📌 Scan - The government has access to global positioning systems
- 📌 Gap - “Regular” folks use maps
- 📌 √ Idea - How about access with point to point GPS
 - 🌐 BUT THAT WILL BE A NATIONAL SECURITY THREAT; THERE IS NO DATA THAT SUGGEST THERE IS A NEED - MAPS WORK FINE...
- 📌 Refine - Mobile GPS
- 📌 Integrate - GPS with attitude...

★ Nursing Education

- 📌 Scan - Nurses are only educated in hospital schools of nursing
- 📌 Gap - Little access to liberal education and advanced degrees
- 📌 √ Idea - How about moving nursing education to universities
 - 🌍 WHY? NURSES ARE GOOD - WHAT DATA SUGGEST NEED MORE? THEORY NOT PRACTICE
- 📌 Refine - BSN, Entry MSN, Graduate Degrees
- 📌 Integrate - Academic Service Partnerships

★ Nursing Practice

- 📌 Scan - many of the kids seen in primary care could be seen by nurses with additional preparation
- 📌 Gap - How can nurses get this preparation?
- 📌 √ Idea - How about a PNP certificate program
 - 🌐 THAT'S PRACTICING MEDICINE
- 📌 Refine - MSN, Expanded NP programming
- 📌 Integrate - State-by-state rules and regulations; Accreditation

★ Nursing Profession

📌 Scan:

- 🌐 Advanced Practice Nursing
 - MSN degrees on steroids
- 🌐 Allied health professionals have doctoral access
- 🌐 Demands of 21th century care
- 🌐 Complexity in systems
- 🌐 Charge from National Academy of Sciences



FIRE, AIM, READY - DNP

★ Gap

- 📌 No option for nurses to secure practice doctorate
- 📌 Primary emphasis on research doctorate
- 📌 What is a practice doctorate?
- 📌 Is a practice doctorate the same as a clinical doctorate?
- 📌 What is advanced practice?





FIRE, AIM, READY - DNP

★ Idea

📌 AACN Position Statement on the Practice Doctorate in Nursing (2004)

📌 *The term **practice**, ... any form of nursing intervention that influences health care outcomes for individuals or populations, including the direct care of individual patients, management of care for individuals and populations, administration of nursing and health care organizations, and the development and implementation of health policy.*

FIRE, AIM, READY - DNP

★ √DO IT

- 📌 SCHOOLS OPEN
- 📌 STUDENTS ENROLL



FIRE, AIM, READY - DNP

★ Refine

📌 AACN Essentials Evolution

🌐 Direct Advanced Practice

🌐 Indirect Advanced Practice

📌 Sharing of Best Practices

📌 Clarity in Focus

📌 CCNE Accredits DNP Programs



FIRE, AIM, READY - DNP

★ Integration

- 📌 The *Doctors of Nursing Practice!*
- 📌 AACN Support
- 📌 Integration with APRN Consensus
- 📌 Over 100 programs
 - 🌐 CSU Access...
- 📌 Graduates
- 📌 “Wikipedia”



FIRE, AIM, READY - DNP

★ Integration

📌 Checking In...

🌍 Practice v. Research

🌍 ARPN v. Leadership

📌 Collaboration!



★ Integration

📌 Educational Program Stabilizing

🌐 CCNE

🌐 Learning from the graduates

🌐 **Issue of “language”**

🔗 Borrowed from the research doctorate

🌐 Common learning experiences/outcomes

FIRE, AIM, READY - DNP

★ Integration

📌 Elephant in the room:

Education



★ Prepared for Advanced Specialty Practice

📌 APRN [Direct Advanced Practice]

🌐 NP

🌐 CNS

🌐 Nurse Midwife

🌐 Nurse Anesthetist

📌 Healthcare Systems Leader [Indirect Advanced Practice]


🌐 Nurse Executive

🌐 Nurse Informaticist


🌐 Surgeon General

- ★ Faculty
- ★ Dean
- ★ CNE/CNO
- ★ NP
- ★ CRNA
- ★ CNS
- ★ Scholar
- ★


★ Degree versus role...

 MSN = Degree

 roles = ...

 DNP = Degree

 roles = ...

 PhD = Degree

 roles = ...

DNP - On Target



- ★ Prepared to implement, evaluate EBP
- ★ Prepared for nursing scholarship
 - 📌 Scholarship in a practice discipline
- ★ Prepared for inter-professional collaboration
- ★ Prepared for population & individual foci
- ★ Prepared to lead

★DNP - Case Study of Effective Fire, Aim, Ready!



FIRE, AIM, READY Future

★ Primary Care

- 📌 Scan - Increasing need for primary care
- 📌 Gap - Difficulty in filling residency slots
- 📌 √ Idea - How about DNPs in traditional primary care residency programs - 3, 1-year options v 1, 3-year option
 - 🌐 IT WILL NEVER HAPPEN!
- 📌 Refine -
- 📌 Integrate -

FIRE, AIM, READY Future

★ Health Care Leadership

- 📌 Scan - Nurse executives career trajectory is most often a “climb, up-the-ladder” - with part-time academics
- 📌 Gap - Nurse executives need options to enter administration at the onset
- 📌 √ Idea - New nurses recruited directly into the leadership and administration with required internships (think: hospital administration)
- 📌 Refine -
- 📌 Integrate -

FIRE, AIM, READY Future

★ Nursing Education

- 📌 Scan - Aspiration Goal - Doctorally prepared nurse educators; Too few...
- 📌 Gap - Nurses need opportunities for direct access to nursing education careers
- 📌 √ Idea - All students in DNP programs as TAs (think freshman biology)
- 📌 Refine -
- 📌 Integrate -

- ★ Fire
- ★ Aim
- ★ Ready



Change is easy, it's keeping the status quo that
so darn hard!

THANK YOU