DNP Role Transition: Academia

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DNP and Academia

• Defining the DNP degree within the university system
  – What is this degree?
  – Is this really a doctoral degree?
  – How can it be a doctorate if you don’t write a dissertation?
  – Is it like the EdD?

Policy within the System

• Is the DNP recognized as a doctoral degree?
• Can they enter tenure track positions?
• Do the same regulations related to research agenda’s hold true for all faculty?
• Can the DNP hold positions of leadership in areas such as:
  – Faculty senate
  – University faculty governance
  – Tenure and promotion
Clinical Tracks and Tenure

• How does the DNP stack up to other clinical practice doctorates and how they are recognized within individual systems?
  – Law
  – Medicine
  – Education
  – Nursing
  – Allied Health

Research vs. Clinical Practice

• Can these both co-exist?
• How does the DNP bring their skill set to the table to fill roles while also fulfilling academic goals for promotion, tenure and being a professionally recognized educator?
• PhD prepared nurses bring research knowledge while DNP prepared nurses bring application knowledge – both roles work well together
• Therefore, clearly defining roles for each is vital

Promotion and Tenure

• Assistant, Associate, Professor?
• Tenure track to non-tenure track?
• Is tenure an option?
• Is the institution open to recognizing the DNP?
• What about institutions who confer the degree and don’t recognize a DNP faculty member for tenure?
Developing Policy

• Can some sample policy be developed by DNP faculty to bring forward to university systems to share and network with other DNP’s?
• What is the process for development?
• Is there a difference in public vs. private institutions?

What should the policy include?

• Promotion and tenure
• Serving on committee’s at department, school and university level
• Ability to participate in research as primary investigator
• Have funding available for research
• Ability to serve as chair on doctoral level capstones and/or dissertation committees

How do we prepare DNP student’s to take on academic roles

• Clear articulation of the DNP degree and role must be established at the university level
• More education of academicians and leadership about the role, degree and skill set DNP graduates bring to academia
• Encourage DNP students to take courses beyond the DNP curriculum in pedagogy so they can transition to the academic role
DNP Graduates as Mentors

- DNP graduates currently in academia can act as mentors to those who are in programs
- Consider the immersion experiences in academic roles as part of the clinical experience

Further Research and Promotion of the DNP role in Academia

- Self-promotion of the DNP role in academic institutions
- Promote reasonable policy development to be shared and distributed in organizations such as this conference
- Development of network to support and move the profession of nursing forward in this clinical application role

Questions?

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Mountain Country Foods Clinic

• Mountain Country Foods:
  – Factory that makes dog food treats
  – Has about 400 employees
  – Is self-insured
• Mountain Country Foods Clinic
  – Onsite clinic
  – Staffed by DNP and medical assistant
  – Free to employees and their dependents
  – Does not bill patients or insurance

DNP and Clinical Practice

• Defining the DNP role within the clinical setting:
  – What is a DNP?
  – How does the role differ from a physicians, Master’s prepared nurse, and other non-physician practitioners?
  – Should DNP’s be independent practitioners?
Policy within the System

• Should the DNP be called “Doctor”?  
• Can the DNP own, direct, or run their own medical facilities?  
• Can the DNP be reimbursed by:  
  – Insurance companies  
  – Clinics  
  – Patients  
  – Businesses, companies, 3rd party payers?

The Title “Doctor”

• How does the DNP compare to doctorates in other professions?  
  – Law  
  – Medicine  
  – Education  
  – Nursing  
  – Allied health

Reimbursement

• Currently no established pay scale for DNPs  
• Reimbursement:  
  – Hourly vs. percentages vs. salary wage  
• Third party payers  
  – Insurance companies  
  – Businesses  
  – Clinics
Developing Policy

- Each DNP is responsible to understand their state nurse practice act
- DNPs should take the lead in changing policy on local and state levels
- DNPs should be the one defining the role of the DNP in the clinical setting

What should the policy include?

- Role definition
- Job description
- Independent practice
- Full prescriptive rights
- Ability to own, run, direct medical facilities
- Title “Doctor”
- Full reimbursement from insurance companies

How do we prepare DNP students to take on clinical roles?

- Educate students on the individual state nurse practice acts
- Encourage students to actively take part in changing policy on the local and state levels
- More education on leadership roles, degree and skill set in order to run clinics
- Encourage students to take courses in business, leadership, finance to augment their clinical skills.
DNP Graduates as Mentors

- DNP graduates currently in clinic director/owner roles can act as mentors to students
- Consider the immersion experiences in clinic director/owner roles as part of the clinical experience

Questions?

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