

## DNP Role Transition: Academia

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DNP 4<sup>th</sup> Annual Conference  
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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?



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## 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

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### 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

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### 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

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### 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?



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### 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?



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### 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

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### 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

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### 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



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### 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

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### Questions?

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## DNP Role Transition: Clinical Practice

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Mountain Country Foods Clinic  
Spanish Fork, UT  
DNP 4<sup>th</sup> Annual Conference  
September 2011

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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

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## 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 DNPs be independent practitioners?

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### 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, 3<sup>rd</sup> party payers?

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### The Title “Doctor”

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

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### Reimbursement

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

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### 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

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### 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

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### 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.

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### 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

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### Questions?

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