



**School of Nursing**  
UNIVERSITY OF WISCONSIN-MADISON

**TO:** Martin Cadwalleder, Chair  
Graduate School Faculty Executive Committee (GFEC)  
Paul DeLuca, Provost

**FROM:** Katharyn A. May  
Dean and Professor

**RE:** Proposal for a Post Graduate Psychiatric Mental Health Nursing Capstone Certificate Program

**DATE:** April 25, 2012

On behalf of the faculty of the School of Nursing, I am pleased to forward the attached proposal for a Post Graduate Psychiatric Mental Health Nursing Capstone Certificate Program. We would appreciate review of this proposal by GFEC at their May 11 meeting and for information and automatic consent at the May 17 UAPC meeting.

If you have any questions, please do not hesitate to contact Professor LD Oakley at [ldoakley@wisc.edu](mailto:ldoakley@wisc.edu) or Assistant Dean Gale Barber at [mgbarber@wisc.edu](mailto:mgbarber@wisc.edu).

Thank you for your assistance in the review of this important new option.

**Cc:** Jocelyn Milner, Assoc. Vice Provost and Director  
Academic Planning and Analysis  
Kelly Haslam, Assistant Dean for Academic Assessment and Funding  
Graduate School  
Judith Strand, Assistant Dean  
Division of Continuing Studies  
LD Oakley  
Nadine Nehls  
Gale Barber

Memo to campus re psych certificate



**SCHOOL OF NURSING**  
University of Wisconsin-Madison

## **Proposal to Offer a Post Graduate Psychiatric Nursing Capstone Certificate**

1. Capstone certificate name: Post Graduate Psychiatric Nursing Capstone Certificate.  
The School of Nursing is requesting approval to offer a post graduate psychiatric mental health nurse practitioner capstone certificate program. Prospective capstone certificate students are master's prepared nurses who in their advanced practice roles (e.g. adult nurse practitioner, family nurse practitioner) have identified the need for additional preparation in psychiatric mental health nursing in order to provide comprehensive care to patients. Health care systems are supporting the additional training of their advanced practice nurses. The content for the certificate program is also part of the Doctor of Nursing Practice (DNP) program and represents the population specific practice core of the DNP program.
2. Sponsoring unit(s) and program faculty  
The School of Nursing will be the sponsoring unit responsible for student progress, governance, and resources. LD Oakley, PhD, RN will provide administrative leadership for the certificate program. She is a professor in the School of Nursing and a board certified adult psychiatric mental health nurse practitioner. Professor Oakley is active in the community and the State in promoting the role of psychiatric mental health nurse practitioners in primary care. Her research is in the area of promoting recovery from severe depression in a primary care population. Other key faculty in the School of Nursing who will teach formal courses and supervise the clinical experiences of students are:
  - Earlise Ward, PhD, LP, Assistant Professor. Professor Ward is a licensed clinical psychologist who maintains a clinical practice and conducts research examining African American women's beliefs about mental illness, specifically whether these beliefs serve as barriers to seeking mental health services, and coping behaviors in response to mental illness.
  - Elizabeth Rice, PhD, RN, Clinical Associate Professor. Professor Rice is a board certified adult psychiatric mental health nurse practitioner and maintains a clinical practice in Madison at Community Treatment Alternatives, one of three state-certified Community Support Programs operated by Journey Mental Health Center, Inc. She is also the director of the Doctor of Nursing Practice Program in the School of Nursing.
  - Kristin Herman, RN, MS, Clinical Assistant Professor. Ms. Herman is a board certified adult psychiatric mental health clinical nurse specialist with a joint appointment as a Senior Clinical Nurse Specialist in Psychiatric Services at University Health Services and a clinical faculty in the School of Nursing.

3. Supporting letters/memos –

Advanced practice nurses work in interdisciplinary teams with other health disciplines, but their scope of practice is well defined by nursing organizations (American Nurses Association, American Nurses Credentialing Center, and State Boards of Nursing). Letters of support from the School of Medicine and Public Health, Department of Counseling Psychology in the School of Education, and School of Social Work are enclosed with this proposal.

4. Governance

Governance responsibility for the psychiatric mental health nursing certificate program will reside in the School of Nursing. Associate Dean Nadine Nehls has administrative responsibility for academic programs. The Graduate Programs Committee (GPC), an elected faculty committee in the School of Nursing, has responsibility for curriculum oversight. Professor Oakley will work with GPC, Associate Dean Nehls, and staff in the Academic Programs Office in the oversight of admissions, curriculum, clinical coordination, student progression, as well as verification of certificate completion to the campus for posting the certificate on the transcript and the American Nurses Credentialing Center to verify eligibility to take the national certification examination.

5. Purpose, rationale, justification

The goal of the certificate program is to prepare advanced practice psychiatric mental health nurses who are eligible to sit for national certification as psychiatric mental health nurse practitioners. The University of Wisconsin-Madison School of Nursing is the only institution of higher education in the State of Wisconsin that offers a psychiatric mental health nurse practitioner option. Increasing the number of psychiatric mental health nurse practitioners will help to address the serious need for psychiatric mental health services. The emphasis of the certificate program is on meeting the needs of individuals from rural and underserved populations. The certificate program will be available to nurses who already have an earned master's degree in nursing, but seek additional preparation in psychiatric mental health nursing.

The impact of mental illness is well documented. The World Health Organization (WHO) reports that mental health disorders continue to affect hundreds of millions of people worldwide, creating significant suffering, disability, and economic loss despite increasing evidence that many of these illnesses can be successfully treated or prevented (2008). For women, mental illness and substance abuse problems are the leading cause of combined disability and death and the second highest cause among men (IOM, 2006). In a recent lifetime prevalence estimate approximately 47% of the population experience at least one of the DSM-IV disorders, and greater than 27% have a lifetime history of two or more disorders (Kessler & Wang, 2008). Young adults and children are particularly vulnerable to negative long-term effects of mental illness. An early age of onset for mental illnesses is often associated with greater disorder severity, increased persistence of illness, and lack of treatment response (Kessler & Wang, 2008).

Like the nation, the prevalence of mental illness and substance abuse among children and adults in Wisconsin is significant. In a survey conducted by the Wisconsin Department of Health Services (2009) the prevalence of depression in Wisconsin residents is approximately 7%, and adults who report serious psychological distress (SPD) is 3%. Adults with SPD are 3 to 5 times more likely than those without SPD to have chronic illnesses, including asthma and cardiovascular disease. Wisconsin also has the highest prevalence of binge drinking among adults in the nation (<http://www.cdc.gov/vitalsigns/bingedrinking/StateInfo.html>), and ranks among the highest fifth of states needing but not receiving treatment for alcohol problems among persons aged 12 or older ([www.oas.samhsa.gov](http://www.oas.samhsa.gov)).

Currently, the psychiatric nurse workforce is insufficient in numbers and in educational preparation to meet the behavioral health needs of people in the United States (Hanrahan, 2009). In a recent workforce survey from the Bureau of Health Professions, psychiatric nurses were 3.6 years older than non-psychiatric nurses. If these nurses retire at age 65, more than half of the current psychiatric nurse workforce will leave their jobs by 2018 (Hanrahan, 2009). Despite increased enrollment in advanced nursing degree programs there will not be enough APNs to meet our country's demand (AACN, 2006).

In the summer of 2010, the School of Nursing conducted a survey of advanced practice nurses in the State of Wisconsin to determine interest in pursuing a psychiatric mental health nursing certificate program. The Wisconsin Nurses Association sent an email to over 700 advanced practice nurses in Wisconsin inviting them to complete the survey. A total of 138 online surveys were completed. Forty two percent of the respondents (n=57) indicated they were interested in pursuing advanced preparation in psychiatric mental health nursing.

## 6. Curriculum

The 16-credit program of study consists of three clinical management courses (N726, N727, N826), a 1 credit psychopharmacology seminar, and 6 credits of clinical practicum experience (N728, N729, N828). The program of study is completed over three semesters (fall-spring-fall) requiring 5-6 credits per semester. See Table 1 below.

**Table 1: Post-MS Psychiatric Mental Health Nurse Practitioner Program of Study**

	Fall	Crs	Spring	Crs
Year 1	N726 Foundations for APN Clinical Practice I (E. Rice)	3	N727 Foundations for APN Clinical Practice II (E. Ward)	3
	N728 Advanced Practice Clinical Application & Role Development I (LD Oakley & K. Herman)	2	N729 Advanced Practice Clinical Application & Role Development II (LD Oakley & K. Herman)	2
			Psychopharmacology (LD Oakley)	1
	Total	5	Total	6

	Fall	Crs
Year 2	N826 Foundations for APN Clinical Practice III (LD Oakley)	3
	N828 Clinical Leadership III (TBA)	2
	Total	5

The program of study prepares students to sit for the American Nurses Credentialing Center (ANCC) Family Psychiatric and Mental Health Nurse Practitioner certification examination.

The clinical management courses (N726, N727, and N826) and psychopharmacology seminar will be delivered primarily in a hybrid format (primarily online with regularly scheduled in class sessions). Clinical experiences may be arranged close to a student's home community and will include periodic in class seminar sessions. The capstone is considered a distance option. It is not possible to complete the certificate without coming to campus, but more than 75% of the content is delivered at a distance.

The curriculum plan accounts for the following stipulations:

- The capstone exceeds the recommended 9-12 credits, but this content and number of clinical hours are required for national certification by ANCC.
- The certificate is designed for master's prepared advanced practice nurses who are working professionals. The formal courses are offered in a hybrid format and clinicals may be arranged in or near the student's home community.
- No courses approved for Credit/No Credit or pass/fail grading are included in the curriculum.
- The course requirements for the capstone certificate are well defined and meet the requirements for national certification by the American Nurses Credentialing Center.
- The clinical management courses (N726, N727, N826) and clinical application courses (N728, N729, N828) have been approved by the Social Studies Divisional Committee. The 1 credit psychopharmacology course will be submitted to the Divisional Committee before the end of spring semester 2012.
- No special topics courses are planned for the certificate program.
- The curriculum and requirements for the Post Graduate Psychiatric Mental Health Nurse Practitioner Certificate Program are prescribed; few exceptions or course substitutions are anticipated. Exceptions will be approved by the certificate program director.
- A minimum of 12 credits for the capstone certificate must be taken in residence at UW-Madison. This allows for acceptance of a limited number of credits in the event that a student completed graduate level course work in psychiatric mental health nursing prior to admission to the certificate program.

#### 7. Overlap limits

Although there is content in the program that is covered in the disciplines of social work, counseling psychology and medicine (specifically psychiatry), the emphasis of the capstone certificate is on advanced practice psychiatric mental health nursing. The content for the certificate program is part of the Doctor of Nursing Practice program and represents the population specific practice core of the DNP program for students interested in psychiatric mental health. Letters of support have been received from Social Work, Counseling Psychology and the School of Medicine and Public Health and are included with this proposal.

8. Assessment and program review

The major learning goals of the certificate program are based on the Advanced Practice Nursing Essential (Essential VIII) of the American Association of Colleges of Nursing (AACN) *Essentials of Doctoral Education for Advanced Nursing Practice*. The learning outcomes are:

1. Conduct a comprehensive and systematic assessment of health and illness parameters in complex situations, incorporating diverse and culturally sensitive approaches.
2. Design, implement, and evaluate therapeutic interventions based on nursing science and other sciences.
3. Develop and sustain therapeutic relationships and partnerships with patients (individual, family or group) and other professionals to facilitate optimal care and patient outcomes.
4. Demonstrate advanced levels of clinical judgment, systems thinking, and accountability in designing, delivering, and evaluating evidence-based care to improve patient outcomes.
5. Guide, mentor, and support other nurses to achieve excellence in nursing practice.
6. Educate and guide individuals and groups through complex health and situational transitions.
7. Use conceptual and analytical skills in evaluating the links among practice, organizational, population, fiscal, and policy issues.

The curriculum requirements are sequenced and integrate content to support these learning goals.

Assessment and program review will occur as follows. Faculty teaching in the certificate option will review aggregate admissions data, course evaluations and feedback from clinical preceptors and agencies, and certification results from the American Nurse Certification Center on an annual basis. These data will be presented to the Graduate Programs Committee on a regular basis to determine if learning goals are being met and if curricular changes are warranted. The Graduate Programs Committee will be responsible for conducting the five year review of the capstone certificate program.

9. Admission to the Capstone certificate program

Staff from the Division of Continuing Studies and the School of Nursing have met to review admission processes. Applications will be accepted once a year (March 1 deadline for fall admission). Applicants will complete the online application through the Division of Continuing Studies at <http://www.dcs.wisc.edu/info/univspec.htm>. In addition, applicants will submit the formal application materials listed below to the School of Nursing for review by faculty. The decision to admit will be made by the psychiatric mental health nursing faculty (see question 2) and will be conveyed to the Division of Continuing Studies.

Materials to be submitted to the School of Nursing are:

- **One complete set of official transcripts.** This should be from all institutions attended, excluding UW-Madison. Submit unopened, official transcripts from all institutions

outside of UW-Madison in one envelope to the School of Nursing Graduate Admissions Office (see address, below) postmarked or in person by the March 1 deadline.

- **Reasons for post graduate preparation.** In your typed, double-spaced statement, please indicate your reasons for applying to the post graduate psychiatric mental health option, discuss how your work experiences have contributed to your knowledge and interest in the area, and address your goals for the future
- **Curriculum vitae or resume.**
- **Three letters of recommendation.** The references should be completed by someone familiar with your qualifications, potential, and capacity for post graduate study. It is the applicant's responsibility to arrange to have the letters of reference sent to the address below. There are no specific forms, but references should be printed on letterhead when appropriate.
- **Photocopy of nursing license.** Applicants should submit a copy of their current state nursing license
- **Evidence of certification as an advanced practice nurse** (copy of advanced practice certification) or **eligibility for certification** (completion of advanced assessment across the lifespan, pathophysiology and pharmacotherapeutics).

#### 10. Marketing and enrollment

We expect to admit and enroll 8 to 10 students each fall semester. Capstone students will be enrolled in course work with students pursuing the psychiatric mental health option in the Doctor of Nursing Practice program. Once both programs are fully established we expect there will be 16 to 20 students enrolled in psychiatric mental health courses each semester.

We plan to market the program on the School of Nursing website, at regularly scheduled conferences in Wisconsin (e.g. Nursing Matters, Wisconsin Nurses Association Annual Convention and WNA Pharmacology Update), and through direct mailings to advanced practice nursing organizations.

#### 11. Progress and certificate completion

Each student will be assigned a faculty advisor who has a background in psychiatric mental health nursing. The faculty advisor, certificate program director, and the Graduate Program Student Services Coordinator will review student progress at the end of each academic year. The Student Services Coordinator will be responsible for communicating with the Registrar's Office and the Division of Continuing Studies when students have met all the requirements for the certificate. Students will be held to the same GPA criteria for satisfactory progress to which DNP students must comply.

[http://academic.son.wisc.edu/studentnet/grad/degree/doctoral\\_satisfactory\\_prog.php](http://academic.son.wisc.edu/studentnet/grad/degree/doctoral_satisfactory_prog.php)

#### 12. Advising and exceptions/substitutions

As noted above, students will be assigned a School of Nursing faculty advisor. The course sequence is set so little course advising is required. The advisor will assist in recommending the types of clinical experiences the student might explore in the certificate based on career goals. The advisor will also be involved if a student is not making satisfactory progress in the program. If a student has completed course work at another institution, the advisor will

review the course materials and make a recommendation regarding any course substitutions to the certificate program director.

The Academic Programs Office in the School of Nursing has resources necessary to support the program. We currently provide administrative support for the Prevention Science Certificate Program so are aware of resource requirements.

#### 13. Financial Aid and Graduate Assistantships

Given limited financial aid/scholarship resources in the School of Nursing, students will not be considered for financial aid administered by the School of Nursing. We expect that employers will provide tuition assistance to students enrolled in the certificate program.

#### 14. Fiscal Structures

A cost recovery model is proposed for the capstone certificate. Students in the certificate sequence will enroll in courses with students in the psychiatric mental health option of the Doctor of Nursing Practice program. Separate sections of the courses will be activated to track certificate student enrollment. Costs to offer the management courses (726, 727, 826) will be shared between the certificate program and SON 101 funds (0.125 FTE/semester certificate, 0.125 FTE/semester SON 101 funds). The full costs to offer courses unique to the certificate program (clinical supervision of certificate students in 728, 729, 828 and the psychopharmacology course) will be recovered from tuition dollars. Tuition will be assessed at the graduate student level. A cohort of 8-10 students per year is projected. Projected revenues for the capstone once it is fully implemented (Year 2) are approximately \$100,000/year based on a cohort of 8 students; projected expenses are also approximately \$100,000/year to cover faculty teaching the courses and supervising the clinical experiences, as well as support for coordination of clinical sites, student services and instructional technology support.

#### 15. Ongoing Commitment

The School of Nursing is committed to implementing and continuing the proposed capstone certificate program. It meets a critical need for mental health services and articulates well with the Doctor of Nursing degree program in the School of Nursing.





April 24, 2012

Dear Assistant Dean Barber:

The Executive Committee of the School of Social Work is pleased to support the development of your post-graduate Psychiatric Mental Health Nurse Practitioner Capstone Certificate Program. We recognize that there are many unmet needs in the area of mental health treatment, and efforts to advance the skills of professionals working in the medical, public health, and social work professions should be embraced within the University community.

With major societal and professional changes occurring and on the horizon—including large numbers of returning military veterans with mental health and substance abuse treatment needs, the implementation of health care reforms that involve significant expansions in access to mental health and substance abuse treatment services, and the impending release of the fifth edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM-V)—it is crucial that the UW-Madison programs and schools responsible for training and re-tooling mental health professionals be at the forefront in addressing and implementing these changes. We are confident that this new certificate program will generate highly skilled nurse practitioners who can help address critical treatment gaps in the mental health field.

The School of Social Work looks forward to working with the School of Nursing during the implementation phase of this program, should our consultation and advice be requested. We also hope to work with the School of Nursing in coordinating similar efforts within the School of Social Work, given that the same market demands for more and better-trained mental health professionals face social work.

We wish you all the best as you move forward with your proposal.

Sincerely,

Kristi Shook Slack, PhD  
Professor and Director





March 29, 2012

Katharyn A. May  
Dean and Professor, School of Nursing  
University of Wisconsin-Madison  
600 Highland Avenue  
Madison, WI 53792-2455

Dear Katharyn,

It is a pleasure to document my very highest level of enthusiastic support for the proposed post graduate psychiatric mental health nurse practitioner capstone certificate. This is an outstanding example of the best traditions of UW-Madison, including the Wisconsin Idea. The proposal addresses an extremely important yet unmet need for the people of our state. The program will produce a new cadre of well-trained mental health specialists, and will build on the considerable strengths of our renowned School of Nursing.

It is wonderful to see such an important and thoughtful approach to a critical public health need. I strongly encourage approval of this vital new program.

Sincerely,

Robert N. Golden, M.D.  
Robert Turell Professor in Medical Leadership  
Dean, School of Medicine and Public Health  
Vice Chancellor for Medical Affairs  
University of Wisconsin-Madison



**Alberta M. Gloria, Ph.D.**  
Professor and Department Chair  
Department of Counseling Psychology  
335 Education Building – 1000 Bascom Mall  
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608.263.9503 (department office) 608.265.3347 (fax)  
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agloria@education.wisc.edu  
<http://www.education.wisc.edu/cp/faculty/Gloria/>

17 April 2012

Katharyn A. May, Dean and Professor  
School of Nursing  
University of Wisconsin-Madison  
600 Highland Avenue  
Madison, Wisconsin 53792-2455

Dear Dean May,

At our most recent faculty meeting on 13 April 2012 the faculty reviewed the School of Nursing's proposal for a post graduate psychiatric mental health nurse practitioner capstone certificate.

The Department of Counseling Psychology prepares master's level counselors and doctoral level psychologists with a focus on individual cultural differences and social justice advocacy. Our Master's of Counseling degree is a terminal degree with many of our students working in school and community-based agencies. Our students are trained to address context, culture, and different facets of overall wellness, however, their attention to physical considerations are generally limited to mindfulness practices and activities. With disparities in access and services for health and mental health care for different communities that are culturally relevant and competent to their needs, creating a training certificate which emphasizes more comprehensive health and mental health care would be of great benefit. By providing additional training to master's level prepared nurses to attend more fully to issues that address psychiatric mental health concerns and needs of clients can ultimately allow for a more integrative and holistic (mind and body) care. The proposed certificate would fill a need within the current mental health care services and structures by accessing different underrepresented communities who more frequently are first seen by medical health care providers such as nurses and doctors and through emergency care facilities.

After a thorough review of the materials, the faculty unanimously agreed that the proposed certificate will be of substantial benefit to assist in the delivery of effective and comprehensive mental health services as well as meet to provide an increased caliber of services to different communities in need.

If I can provide additional information, please contact me at the above email or phone numbers.

Sincerely,

Alberta M. Gloria, Ph.D.  
Professor and Department Chair



## Implementation Form – Capstone Certificates

**Name of Capstone Certificate: Post Graduate Psychiatric Nursing Certificate**

This form must accompany a certificate proposal. It is used by administrative offices to assist departments and programs with implementation.

Faculty Program Director: Linda Oakley, PhD, RN, Professor

Primary Faculty/Staff Contact: Gale Barber, Assistant Dean for Academic Programs

Home Department/Academic Unit (Name/UDDS): School of Nursing (A)

Approval Date:

School/College: School of Nursing -

Approval Date: December 2011

GFEC Approval Date: May 11, 2012

UAPC Approval Date: May 17, 2012

Implementation Term (typically the fall term after UAPC approval): Fall 2012

Person/office responsible for maintaining requirements in DARS: Marcia Voss, Academic Programs Office

Year that first program review is scheduled (usually 5 years after implementation): 2017-2018

Plan Code (assigned by the Registrar's Office): \_\_\_\_\_

Plan Descr (assigned by the Registrar's Office): \_\_\_\_\_

CIP Code (assigned by Academic Planning and Analysis): 51.3810

Primary Divisional Affiliation: B

Curriculum:

Included in proposal

A list of required and elective courses is attached

Projected enrollment:

Credit total required: 16 credits

Confirm that all credits required to be taken in residence at UW-Madison:

Yes  No

A minimum of 12 credits must be taken in residence at UW-Madison.

Confirm that all core/required courses are approved through Divisional Committee:

\* Yes  No

\*The clinical management courses (N726, N727, N826) and clinical application courses (N728, N729, N828) have been approved by the Social Studies Divisional Committee. The 1-credit psychopharmacology course is awaiting review at the Divisional Committee.

Confirm that courses in curriculum are offered on a regular basis and have space for students in this program:

Yes  No

Confirm that a minimum of 9-12 courses are numbered 300 or above

Yes  No

Capstone Certificate Implementation Form May 2012

Confirm that courses taken as pass/fail or audit are *not* allowed  Yes  No

Confirm that special topics courses are only used if all instances count for the certificate: No special topic courses are planned. Yes  No  N/A

Will you use the typical minimum GPA requirement of 3.0 for all course work for the certificate?  Yes  No

If no, specify other requirements:

Will exceptions to requirements be allowed?  Yes  No

If yes, specify limits and process: The curriculum and requirements for the Post Graduate Psychiatric Nursing Certificate Program are prescribed; few exceptions or course substitutions are anticipated. Exceptions will be approved by the certificate program director.

Confirm that the department/program understands that the Capstone is open only to non-degree seeking Special Students who hold a Bachelor's Degree  Yes  No

Confirm that the department/program understands that DARS is the document of record for Capstone Certificates and that the department/program must coordinate with the Registrar's Office, who is the unit that is the DARS encoder for all Capstone programs.  Yes  No

Confirm that the department/program has a process in place to monitor student progress and to notify the Registrar's Office when students complete the certificate requirements  Yes  No

Describe this process: Each student will be assigned a faculty advisor who has a background in psychiatric mental health nursing. The faculty advisor, certificate program director, and the Graduate Program Student Services Coordinator will review student progress at the end of each academic year. The Student Services Coordinator will be responsible for communicating with the Registrar's Office and the Division of Continuing Studies when students have met all the requirements for the certificate. Students will be held to the same GPA criteria for satisfactory progress to which DNP students must comply. [http://academic.son.wisc.edu/studentnet/grad/degree/doctoral\\_satisfactory\\_prog.php](http://academic.son.wisc.edu/studentnet/grad/degree/doctoral_satisfactory_prog.php)

Confirm that the proposal includes a plan that describes how the faculty will regularly evaluate student learning. The proposal includes an assessment plan and plan for program review.

Specify overlap provisions – name degree/major or certificate programs that a student may have previously earned that disqualify them from being admitted to the Capstone: N/A

Will this program be run on Program Revenue?  Yes  No

**If yes, attach Program Revenue Approval and Implementation Form**