#### SOUTH DAKOTA BOARD OF REGENTS

#### Academic and Student Affairs Consent

# AGENDA ITEM: 5 – E DATE: April 3-4, 2024

#### SUBJECT

#### Inactive Status and Program Termination Requests - NSU, SDSMT, & SDSU

#### **CONTROLLING STATUTE, RULE, OR POLICY**

<u>BOR Policy 2.3.2</u> – New Programs, Program Modifications and Inactivation/Termination <u>AAC Guideline 2.3.2.5.A</u> – Programs on Inactive Status <u>AAC Guideline 2.3.2.5.B</u> – Program Termination

#### **BACKGROUND / DISCUSSION**

Northern State University has submitted a request asking that the following program be inactivated (see Attachment I).

• Degree Program: Global Languages and Culture (BA) Justification: While the program started in 2021, there are only six students in the program despite concerted efforts to advertise and market to students. Languages, as a whole, are under-enrolled.

Northern State University has submitted a request asking that the following program be terminated (see Attachment I).

• Degree Program: Forensic Science Specialization – Chemistry (BS) Justification: The specialization has been under-enrolled since its inception and has never graduated any meaningful number of majors.

South Dakota School of Mines and Technology has submitted a request asking that the following program be inactivated (see Attachment II).

• Degree Program: Atmospheric & Environmental Science (PhD) Justification: Mines is seeking temporary inactivation of the program to re-evaluate its long-term viability. There are currently two students enrolled in the program and there has been limited interest from prospective students in the program. With no student enrollment, it presents an opportunity to thoroughly examine the program, the academic and industry demand for doctoral trained students in this field, and determine

(Continued)

#### **DRAFT MOTION 20240403 5-E:**

I move to approve the program inactivation and termination requests from NSU, SDSMT, and SDSU, as presented.

*if retooling and reinvestment are appropriate to relaunch the program, or if it should be terminated.* 

South Dakota State University has submitted a request asking that the following programs be terminated (see Attachment III).

• Degree Program: Dietetics (MS)

Justification: The College of Education & Human Sciences requests to terminate the Dietetics (M.S.) program. The program is offered at SDSU through a collaboration with the Great Plains Interactive Distance Education Alliance (GPIDEA). GPIDEA is a consortium of public universities that offer collaborative online degree and certificate programs in human services and agriculture. To be admitted to the program, students must 1) have a bachelor's degree and 2) have the Registered Dietitian Nutritionist (RDN) credential or be eligible to sit for the RDN exam after having completed an accredited Didactic Program in Dietetics (DPD).The request for termination of the Dietetics (M.S.) program is based on low program enrollment and the availability of related majors at SDSU that meet student demand.

Degree Program: Clinical Nurse Leader Specialization – Nursing (MS) • Justification: The College of Nursing has requested authorization to offer a Clinical Nurse Leader specialization for the Doctor of Nursing Practice (DNP) due to changes in accreditation standards and national trends toward doctoral degrees. At the annual CNL Summit in February of 2023, the American Association of Colleges of Nursing (AACN) identified the increasing need for the CNL to be prepared at the doctoral level.3 With the increased complexity of healthcare, a higher level of scientific knowledge, along with clinical expertise is required.4 In discussions and work groups at the meeting, the intent to establish a task force to work on the transition to a doctorallevel CNL was discussed. The CNL program at SDSU is currently delivered according to AACN's Essentials document and the AACN competencies for the CNL. As AACN changes these documents to reflect the competencies at the doctoral level, it will be necessary for SDSU to also transition to the DNP to meet new standards for the current CNL program. The Nursing (M.S.) – Clinical Nurse Leader Specialization will be terminated with approval of the new specialization.

*This termination proposal is contingent upon approval of the Nursing (DNP) – Clinical Nurse Leader Specialization.* 

### IMPACT AND RECOMMENDATION

Board staff recommends approval.

#### **ATTACHMENTS**

Attachment I – NSU Program Inactivation/Termination Requests Attachment II – SDSMT Program Inactivation Requests Attachment III – SDSU Program Termination Requests



Use this form to request termination or inactive status for an existing program (graduate program, undergraduate major or minor, certificate, or specialization). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

UNIVERSITY:	NSU
DEGREE(S) AND PROGRAM:	<b>Global Languages and Culture</b>
CIP CODE:	30.2001
<b>UNIVERSITY DEPARTMENT:</b>	English, Communication and
	Global Languages
<b>BANNER DEPARTMENT CODE:</b>	NECL
UNIVERSITY DIVISION:	College of Arts and Sciences
<b>BANNER DIVISION CODE:</b>	5A

#### **University Approval**

2.

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

michael Warows	11/21/2023
President (or Designee) of the University	Date

### 1. Program Degree Level (place an "X" in the appropriate box):

Associate		Bachelor's	$\boxtimes$	Master's	Doctoral	
Category (place	e an "X" i	n the appropr	riate box):1			
Certificate		Specialization	n 🗌	Minor	Major	$\boxtimes$

<sup>&</sup>lt;sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in the student information system.

#### 3. The program action proposed is (*place an "X" in the appropriate box*):<sup>2</sup>

Inactive StatusImage: TerminationSee question 4See questions 5 and 6

#### 4. INACTIVE STATUS

#### A. Provide a justification for inactivating the program:

While the program started in 2021, there are only six students in the program despite concerted efforts to advertise and market to students. Languages, as a whole, are underenrolled.

# **B.** If there are current students in the program, what are the implications of placing the program on inactive status?

If the students do not have the core courses completed, then the intent is to provide the courses on rotation in order for students to complete the Global Languages and Culture degree. If the student has the core courses completed, then the student will be guided to complete through elective courses in the international and global arena along with a minor in Spanish or Chinese.

Since there were a collection of faculty dedicated to this degree, there are minimal if any implications on faculty loads as well as other programs. Minors were embedded into the program; however, since there are only four students in the program, the impact to our Spanish or Chinese minors is minimal.

# C. What is the last date (day/month/year) by which a student can graduate in the program?

1 Sept 2023

D. What is the proposed date (day/month/year) inactive status takes effect (the proposed date for inactive status is also the last date a student may enroll in or declare the program)?

1 Sept 2023

<sup>&</sup>lt;sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

# 5. TERMINATION WITH ENROLLED STUDENTS

- A. Provide a justification for terminating the program:
- **B.** What is the plan for completion of the program by current students?
- C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?
- **D.** What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?
- E. What is the last term or date (day/month/year) by which a student can graduate from the program?
- F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?
- G. What are the resulting employee terminations and other possible implications including impact on other programs?

# 6. TERMINATION WITHOUT ENROLLED STUDENTS

- A. Provide a justification for terminating the program:
- **B.** What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?
- C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?
- D. What are the resulting employee terminations and other possible implications including impact on other programs?



Use this form to request termination or inactive status for an existing program (graduate program, undergraduate major or minor, certificate, or specialization). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

UNIVERSITY:	NSU
DEGREE(S) AND PROGRAM:	BS Chemistry-Forensic Science
	Specialization
CIP CODE:	400501
UNIVERSITY DEPARTMENT:	Science and Mathematics
<b>BANNER DEPARTMENT CODE:</b>	NSCM
UNIVERSITY DIVISION:	<b>College of Arts and Sciences</b>
<b>BANNER DIVISION CODE:</b>	5A

#### **University Approval**

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

1	Mich Presid	ent (or	Designee) of the University			<u>11/21/2023</u> Date
1.	Program Degr	ee Lev	el (place an "X" in the appr	opriate box	r):	
	Associate		Bachelor's 🖂	Master's		Doctoral
2.	Category (place	e an "	X" in the appropriate box):1			
	Certificate		Specialization	Minor		Major 🗆
3.	The program a	ction	proposed is ( <i>place an "X" ir</i>	n the appro	priate	$e box):^2$
			Inactive Status			Termination 🖂
			See question 4		See qu	uestions 5 and 6

<sup>&</sup>lt;sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in the student information system.

<sup>&</sup>lt;sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

#### 4. INACTIVE STATUS

- A. Provide a justification for inactivating the program:
- **B.** If there are current students in the program, what are the implications of placing the program on inactive status?
- C. What is the last date (day/month/year) by which a student can graduate in the program?
- D. What is the proposed date (day/month/year) inactive status takes effect (the proposed date for inactive status is also the last date a student may enroll in or declare the program)?

#### 5. TERMINATION WITH ENROLLED STUDENTS

#### A. Provide a justification for terminating the program:

The specialization has been under-enrolled since its inception and has never graduated any meaningful number of majors.

#### B. What is the plan for completion of the program by current students?

There are no implications to inactivating it. Existing students will complete as normal in a timely manner, as the courses will continue to be offered since forensic science is a "off-shoot" of the chemistry degree.

C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?

1 January 2024

**D.** What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?

1 January 2024

E. What is the last term or date (day/month/year) by which a student can graduate from the program?

30 May 2027

F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?

There are no cost savings to terminate the program, as the program is an "off-shoot" of the chemistry degree.

# G. What are the resulting employee terminations and other possible implications including impact on other programs?

There are no terminations linked/tied to the loss of the forensic science specialization.

### 6. TERMINATION WITHOUT ENROLLED STUDENTS

- A. Provide a justification for terminating the program:
- **B.** What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?
- C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?
- D. What are the resulting employee terminations and other possible implications including impact on other programs?



Use this form to request termination or inactive status for an existing program (graduate program, undergraduate major or minor, certificate, or specialization). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

UNIVERSITY:	SDSM&T
DEGREE(S) AND PROGRAM:	Atmospheric & Environmental
	Science, PhD
CIP CODE:	40.0401
<b>UNIVERSITY DEPARTMENT:</b>	MCEE
<b>BANNER DEPARTMENT CODE:</b>	MCEE
UNIVERSITY DIVISION:	4L
<b>BANNER DIVISION CODE:</b>	4L

#### **University Approval**

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

							re to enter a late.
		Presi	ident of the University			D	Date
1.	Program Degree	ee Le	vel (place an "X" in the appr	opriate box	;):		
	Associate		Bachelor's	Master's		Doctoral	$\boxtimes$
2.	Category (place	e an '	<i>"X" in the appropriate box</i> ): <sup>1</sup>				
	Certificate		Specialization	Minor		Major	$\boxtimes$
3.	The program a	ction	proposed is (place an "X" in	n the appro	priate	e box): <sup>2</sup>	
			Inactive Status	$\boxtimes$		Termination	

<sup>&</sup>lt;sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in the student information system.

<sup>&</sup>lt;sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

See question 4

See questions 5 and 6

# 4. INACTIVE STATUS

#### A. Provide a justification for inactivating the program:

We are seeking temporary inactivation of the program to re-evaluate the long-term viability of the program. There are currently two (2) students enrolled in the program and there has been limited interest from prospective students in the program. With no student enrollment, it presents an opportunity to thoroughly examine the program, the academic and industry demand for doctoral trained students in this field, and determine if retooling and reinvestment are appropriate to relaunch the program, or if it should be closed.

# **B.** If there are current students in the program, what are the implications of placing the program on inactive status?

There are no negative implications for the two currently enrolled students. They are actively working on completing their degrees. One will be completing their coursework this year and the other is done with coursework and working on dissertations.

C. What is the last date (day/month/year) by which a student can graduate in the program?

May 31, 2029

**D.** What is the proposed date (day/month/year) inactive status takes effect (the proposed date for inactive status is also the last date a student may enroll in or declare the program)?

Fall 2023 (8.21.2023)

#### 5. TERMINATION WITH ENROLLED STUDENTS

- A. Provide a justification for terminating the program:
- **B.** What is the plan for completion of the program by current students?
- C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?
- **D.** What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?
- E. What is the last term or date (day/month/year) by which a student can graduate from the program?

- F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?
- G. What are the resulting employee terminations and other possible implications including impact on other programs?

#### 6. TERMINATION WITHOUT ENROLLED STUDENTS

- A. Provide a justification for terminating the program:
- **B.** What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?
- C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?
- **D.** What are the resulting employee terminations and other possible implications including impact on other programs?



# SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS Program Termination or Placement on Inactive Status

UNIVERSITY:	SDSU
DEGREE(S) AND PROGRAM:	Dietetics (M.S.)
CIP CODE:	51.3101
<b>UNIVERSITY DEPARTMENT:</b>	School of Health & Consumer Sciences
<b>BANNER DEPARTMENT CODE:</b>	SHCS
UNIVERSITY DIVISION:	Education & Human Sciences
<b>BANNER DIVISION CODE:</b>	3H

# **University Approval**

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

President of the University

1/29/2024 Date

Program Degree Level: Associate □ Bachelor's □ Master's ⊠ Doctoral □
Category:<sup>1</sup> Certificate □ Specialization □ Minor □ Major ⊠
The program action proposed is:<sup>2</sup> Inactive Status □ Termination ⊠

# I G I I I I I

# 5. TERMINATION WITH ENROLLED STUDENTS

### a. Provide a justification for terminating the program:

The College of Education & Human Sciences requests to terminate the Dietetics (M.S.) program. The program is offered at SDSU through a collaboration with the Great Plains Interactive Distance Education Alliance (GPIDEA). GPIDEA is a consortium of public universities that offer collaborative online degree and certificate programs in human services and agriculture. To be admitted to the program, students must 1) have a bachelor's degree and 2) have the Registered Dietitian Nutritionist (RDN) credential or be eligible to sit for the RDN exam after having completed an accredited Didactic Program in Dietetics (DPD).

<sup>&</sup>lt;sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in the student information system.

<sup>&</sup>lt;sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

The request for termination of the Dietetics (M.S.) program is based on low program enrollment and the availability of related majors at SDSU that meet student demand.

As of fall 2023, there are three students enrolled in the Dietetics (M.S.) program. Enrollment has decreased by 70% since fall of 2018 when enrollment was ten students. The total number of awarded degrees over a 5-year period is fifteen.

Declining enrollment in the SDSU Dietetics (M.S.) program can in part be attributed to a change in RDN exam eligibility requirements. Effective January 1, 2024, the minimum degree requirement to be approved for eligibility for the registration examination for dietitians will change from a bachelor's degree to a graduate degree. This decision was made by the Commission on Dietetics Registration (CDR) in 2012.

In response to the RDN exam graduate degree eligibility requirement, SDSU proposed and was approved to offer an accelerated bachelor's to master's degree program in December 2021. The first cohort of Nutrition & Dietetics (M.S.) students started in the fall of 2022 with expected graduation in May of 2025. Graduates of the Nutrition & Dietetics (M.S.) program will be eligible to sit for the RDN exam.

#### b. What is the plan for completion of the program by current students?

SDSU currently has three students enrolled in the Dietetics (M.S.) GPIDEA program which requires a minimum of thirty-six credits for completion. One of the students is expected to graduate in fall 2023 and the other two are expected to graduate fall 2024. Students can also transfer to another institution in the GPIDEA consortium if desired.

Per the GPIDEA policy handbook, institutions must complete their teaching commitments or secure support for an alternative arrangement (e.g., courses they have promised to teach) for at least one year following the announcement of their intention to leave the program. GPIDEA will be notified via a letter from the college of its intent to withdraw from the M.S. in Dietetics GPIDEA program affiliation.

- c. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)? Fall 2023
- **d.** What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)? Fall 2023
- e. What is the last term or date (day/month/year) by which a student can graduate from the program? Spring 2025
- f. What are the potential cost savings of terminating the program and what are the planned uses of the savings?

There is not a cost savings associated with program termination to the School of Health and Consumer Sciences. With low enrollment in GPIDEA through SDSU, the university anticipates a better return on investment to utilize faculty time to teach courses specific to non-GPIDEA degree options in Nutrition and Dietetics such as the M.S. and Ph.D. program in Nutrition and Exercise Science and allowing current faculty to increase their research workload to focus on securing extramural funding.

g. What are the resulting employee terminations and other possible implications including impact on other programs?

No employee terminations are necessary. Workload will be redirected to other programs in the college.



# SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS Program Termination or Placement on Inactive Status

UNIVERSITY:	SDSU
DEGREE(S) AND PROGRAM:	Nursing (M.S.) - Clinical Nurse Leader Specialization [SMS.NUR-CNL]
CIP CODE:	51.3801 – Major CIP; 51.3820 – Specialization CIP
UNIVERSITY DEPARTMENT:	Nursing
<b>BANNER DEPARTMENT CODE:</b>	SNUR
<b>UNIVERSITY DIVISION:</b>	College of Nursing
<b>BANNER DIVISION CODE:</b>	3N

# **University Approval**

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

President of the University

1/29/24 Date

- **1. Program Degree Level:** Associate □ Bachelor's □ Master's ⊠ Doctoral □
- **2.** Category:<sup>1</sup> Certificate  $\Box$  Specialization  $\boxtimes$  Minor  $\Box$  Major  $\Box$
- **3.** The program action proposed is:<sup>2</sup> Inactive Status  $\Box$  Termination  $\boxtimes$

# 5. TERMINATION WITH ENROLLED STUDENTS

# A. Provide a justification for terminating the program:

The College of Nursing has requested authorization to offer a Clinical Nurse Leader specialization for the Doctor of Nursing Practice (DNP) due to changes in accreditation standards and national trends toward doctoral degrees. At the annual CNL Summit in February of 2023, the American Association of Colleges of Nursing (AACN) identified

<sup>&</sup>lt;sup>1</sup> Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in the student information system.

<sup>&</sup>lt;sup>2</sup> Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

the increasing need for the CNL to be prepared at the doctoral level.<sup>3</sup> With the increased complexity of healthcare, a higher level of scientific knowledge, along with clinical expertise is required.<sup>4</sup> In discussions and work groups at the meeting, the intent to establish a task force to work on the transition to a doctoral-level CNL was discussed. The CNL program at SDSU is currently delivered according to AACN's Essentials document and the AACN competencies for the CNL. As AACN changes these documents to reflect the competencies at the doctoral level, it will be necessary for SDSU to also transition to the DNP to meet new standards for the current CNL program. The Nursing (M.S.) – Clinical Nurse Leader Specialization will be terminated with approval of the new specialization.

This proposal is contingent upon approval of the Nursing (DNP) – Clinical Nurse Leader Specialization.

B. What is the plan for completion of the program by current students?

Current students will be allowed to complete their program. There are currently 3 students in the program; 2 plan to graduate spring 2024, 1 plans to graduate spring 2025. Courses in their plan of study will overlap with courses in the DNP- CNL plan of study so they will still exist for students to finish should they take longer to finish their program.

- C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)? Fall 2025
- **D.** What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)? Fall 2025
- E. What is the last term or date (day/month/year) by which a student can graduate from the program? Summer 2031
- F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?

There are no cost savings from terminating the program as the College of Nursing will transition to the Nursing (DNP) – Clinical Nurse Leader Specialization.

G. What are the resulting employee terminations and other possible implications including impact on other programs? There are no employee terminations or other implications of this termination. Faculty will be used to teach in the Nursing (DNP) – Clinical Nurse Leader Specialization or other graduate programs.

<sup>&</sup>lt;sup>3</sup> American Association of Colleges of Nursing [AACN]. (2023a, February 23-25). *Round table discussion*. AACN CNL Summit, Lake Buena Vista, Florida.

<sup>&</sup>lt;sup>4</sup> AACN. (2022). AACN fact sheet- DNP. Retrieved from https://www.aacnnursing.org/news-data/fact-sheets/dnp-fact-sheet