



## **Nursing PG-NEC Certificate**

**RES 242516**

AAC and BPC

**RESOLVED:** That the Academic Senate approve the proposal for New Certificate Program of Post Graduate Nurse Educator.

**RATIONALE:** The Nursing Department currently offers nursing degrees in both undergraduate and graduate levels. The Nursing Department is proposing a new certificate program of Post Graduate Nurse Educator that prepares nurses with graduate degrees to deliver outstanding, evidence-based nursing education as well as sit for the NLN Certified Nurse Educator (CNE) examination. This certificate program will meet a need to train nursing educators to address the shortage of nurses in the region and nation. The proposed certificate program will be supported by sufficient and dedicated resources to ensure its successful future operations.

**Attachments:**

(1) 2024-2025 20 NEC Program Proposal\_Final.

**Distribution List:**

President  
Provost and VP for Academic Affairs  
VP Student Affairs  
AVP Faculty Affairs  
AVP Academic Affairs and Dean of Academic Programs  
College Deans  
College Associate Deans  
College Advising Centers  
Dean of Libraries

## Department Chairs

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Approved by the Academic Senate: February 27, 2025

Sent to the President: March 11, 2025

President Approved: March 25, 2025

## **Post-Graduate-Nurse Educator Certificate (PG-NEC) Program Proposal**

1. Approval.
  - a. See attached letter.
2. Proposed Changes
  - a. The Post-Graduate Nurse Educator Certificate Program is a new program being introduced by the Department of Nursing (DON). It will be a stateside program offered to post graduate students who wish to pursue a career in nursing education. Upon completion, students will be eligible for the Certified Nurse Educator exam.
3. Resource Implications
  - a. Faculty Resources
    - i. There are four required courses for the Post-Graduate Nurse Educator Certificate Program for a total of 12 semester units. The NEC Faculty Costs with WTU (Appendix A) outline a comparison of student tuition vs. faculty costs. The proposed budget assumes 10 Nurse Educator students beginning Fall 2025, 6 post master's DNP students beginning Spring 2026, and 10 post DNP students beginning Spring 2029.
      1. N6810 is part of the DNP curriculum and is offered at no additional cost.
      2. The remaining three courses (9-units) will require 0.5 FTE.
      3. Curriculum Map that includes course sequencing for both the Post Graduate Nurse Educator Certificate Program and the Post-DNP option is presented in Appendix B.
    - ii. Existing graduate faculty are well-prepared to teach these courses and many plan to take the NLN Nurse Educator Certification Exam.
    - iii. The WTU cost in teaching the program is less than the projected income generated from student tuition.
  - b. Library resources.
    - i. Several health care related learning resources are currently available for our graduate students. Additional resources will be secured with the implementation of the Doctor of Nursing Practice that is being proposed. These resources will meet the needs of students in the Post-Graduate Nurse Educator Certificate Program. The DON has been fortunate to have obtained grant funding to support the purchase of these resources, including the California Budget Act 2021, which has allotted a budget of \$50,000/year for the next 5 years for library/learning resources that will support all health-related programs, including DNP programs.
4. Curriculum Implications
  - a. The Post-Graduate Nurse Educator Certificate Program is a stand-alone program that will not affect the graduate program at CSUB Nursing. CSUB DNP graduates will have the advantage of having already completed N6810 as a part of their DNP program required courses. The first course will be offered in Fall 2025.

5. Rationale

- a. The national nursing shortage has been widely publicized and is a multi-faceted problem. One contributor to the nursing shortage is a shortage of Nurse Educators (Grainger, 2021). While the nursing faculty shortage is national, the west coast states are among the hardest hit. According to an AACN survey, California had a nursing faculty vacancy rate of 10% for the 2022-2023 academic year. Local educators are acutely aware of the faculty shortage and have been requesting a Post-Graduate Nurse Educator Certificate Program for several years. The Title 5 requirement that DNP programs include instruction in Curriculum and Evaluation in the DNP curriculum is the perfect opportunity to introduce the Post-Graduate Nurse Educator Certificate Program. Most Registered Nurses who seek faculty roles are expert clinicians but have not received formal education in curriculum design, teaching strategies, or evaluation of students. The Post-Graduate Nurse Educator Certificate Program will prepare practicing nurses for an academic teaching career.

6. See attached Approval New Course/Course Changes

- a. N6810 (included with DNP proposal)
- b. N6820
- c. N6830
- d. N6840

7. Catalog Copy

**Program Description:** The post graduate Post-Graduate Nurse Educator Certificate Program prepares nurses with graduate degrees to provide outstanding, evidence-based nursing education. Courses in curriculum development, learning theory, teaching & learning strategies and evaluation will prepare students for the NLN Certified Nurse Educator (CNE) examination.

**Admission Requirements:**

- Graduate degree in Nursing (MSN or DNP) with a minimum GPA of 3.0
- Hold a current registered nurse license from the California Board of Registered Nursing (BRN), unencumbered, unrestricted, with no disciplinary action pending or imposed.
- One-year full time clinical experience working as an RN.
- GRE is NOT required

**Required Courses:**

**N6810: Curriculum Strategies in Nursing Education (3)**

Provide students with the knowledge and skills needed to design, implement, and evaluate nursing education curricula. Focus on the use of evidence-based curriculum design to meet the needs of diverse students. **Pre-requisite: Admission to the Post-Graduate Nurse Educator Certificate Program or DNP programs**

**N6820: Teaching Practicum (3)**

Work collaboratively with an academic mentor to demonstrate application of the teaching and learning principles needed for the nurse educator role in the clinical or classroom setting.

**Pre-requisite: Admission to the Post-Graduate Nurse Educator Certificate Program**

**Co-requisite: N6810**

**N6830: Evaluation Strategies in Nursing Education (3)**

Analyze the principles and methods of evaluation in nursing education at the course and program level. Explore assessment techniques, measurement tools, and strategies to evaluate learning outcomes. Design, implement, and interpret educational evaluation processes to improve educational outcomes.

**Pre-requisite: N6810 (Minimum Grade B-)**

**N6840: Technology in Nursing Education (3)**

Explore and evaluate a variety of technology-based teaching strategies used in nursing education. Utilize resources from national organizations to develop and evaluate teaching strategies that incorporate best teaching practices in nursing education.

**Pre-requisite: N6810 (Minimum grade B-).**

**Program Outcomes:**

1. Plan, implement and evaluate nursing curriculum at the course and program level.
2. Facilitate student learning in a variety of nursing education settings.
3. Utilize nursing education research to develop and implement evidence-based teaching and learning practices.
4. Engage in the academic educational environment.
5. Implement curriculum change based on ongoing student and program assessment and evaluation.
6. Function as a leader in nursing education.

Grainger, L. (2021). Nursing Faculty Shortage in the U.S.: Has a pandemic compounded an existing problem? Wolters Kluwer Health, February 25, 2021.


<https://www.wolterskluwer.com/en/expert-insights/nursing-faculty-shortage-in-the-us>



**ACADEMIC SENATE**  
CSU BAKERSFIELD

**2024-2025 REFERRAL #20**

**New Certificate Proposal: Nursing PG-NEC Certificate**

**From:** Melissa Danforth, Academic Senate Chair 

**To:** Di Wu, Budget and Planning Committee (BPC) Chair  
John Deal, Academic Affairs Committee (AAC) Chair

**Date:** November 14, 2024

**cc:** Katherine Van Grinsven, Academic Senate Administrative Analyst

The Academic Senate Executive Committee requests that the Academic Affairs Committee (AAC) and the Budget and Planning Committee (BPC) review the proposed new certificate, Post Graduate Nurse Educator Certificate.

Your committees should address any concerns as needed. Please take up this matter with your committee and get back to me with your recommendation. If your recommendation requires Senate action, please prepare a resolution and the rationale for the resolution. Thank you.

**Attachments:**

- (1) NSME Nurse Educator Program Proposalx
- (2) NEC Program Proposal\_Final
- (3) Appendix A- Faculty Costs
- (4) Appendix B\_PG NEC Curriculum Map
- (5) N6840 SIGNED
- (6) N6830 SIGNED
- (7) N6820 SIGNED
- (8) N6810 SIGNED
- (9) Topic\_Nursing PG-NEC Certification Program.pdf

**DR. MELISSA DANFORTH, CHAIR, ACADEMIC SENATE**

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