



NEW ACADEMIC PROGRAM – MAJOR
Preliminary Proposal Form

I. Program Details

- a. **Name (and Degree Type) of Proposed Academic Program:** *Master of Science, Midwifery*
- b. **Academic Unit(s)/College(s):** *Department of Clinical Health Professions (6000), College of Health Sciences (COHS),*
- c. **Campus/Location(s):** *Tucson-Main*
- d. **First Admission Term:** *Fall 2025*
- e. **Primary Contact and Email:** *Erin McMahon EdD, CNM, FACNM emcmahon3@arizona.edu*

II. Executive Summary:

The United States is experiencing a pregnancy related health crisis and has the highest maternal mortality rate of the highly resourced nations. Midwifery care as an integral part of our health care team has been demonstrated to improve maternal and infant outcomes. The M.S. in Midwifery degree will take 4 semesters to complete. According to the American College of Nurse-Midwives, the Master's degree is the preferred entry level to practice. This will allow the University of Arizona to efficiently produce competent nurse-midwives thereby improving outcomes and saving lives in the state of Arizona.

III. **Brief Program Description:** *The Master of Science in Midwifery is a hybrid program utilizing a mixture of online didactic coursework, on-campus intensives, and clinical placements to prepare competent clinicians. Graduates of the M.S. Midwifery program are prepared according to the [ACNM Core Competencies for Basic Midwifery Practice](#) and are eligible to apply for certification through the American Midwifery Certification Board (AMCB). The certified nurse-midwife (CNM) independently provides care during pregnancy, childbirth, and the postpartum period. The CNM scope of practice includes gynecologic care, family planning, preconception care, and care of the healthy newborn for the first 28-days of life. CNMs provide primary care to individuals across the life span. Care may be provided in a variety of settings including, but not limited to, private practice, community health centers, ambulatory clinics, hospitals, birth centers and the home setting.*

IV. **Program Rationale:** *Currently, there is a Nurse-Midwifery emphasis within the College of Nursing DNP program. This program was pre-accredited by the Accreditation Commission for Midwifery Education (ACME) in August of 2022. It takes 3 years to complete this program. The American College of Nurse-Midwives issued document entitled [POSITION STATEMENT CNM and CM Education and Certification in the United States](#). The position statement recommends the Master's degree as the entry level to practice, not the Doctor of Nursing Practice (DNP). A Master of Science in Midwifery would take 4 semesters to complete, this will save one year of time and resources. The American Midwifery Certification Board (AMCB) requires a graduate degree from an ACME accredited program to be eligible for AMCB national certification. A Master of Science in Midwifery would allow the University of Arizona to educate competent nurse-midwives more quickly,*

increasing the number of nurse-midwives in Arizona especially in our rural communities, and thereby improving outcomes and saving lives of mothers and pregnant persons in Arizona. Alumni of the proposed program would be encouraged to maintain their relationship with the university and continue their education with a terminal degree such as a PhD, DNP, or other degree as appropriate.

V. Projected Enrollment for the First Three Years:

The DNP Nurse-Midwifery Specialty admitted 10 students Fall 2023 through the first admission cycle.

Year 1	Year 2	Year 3
10	15	20

VI. Evidence of Market Demand:

The Arizona Workforce Report: Obstetrician-Gynecologist Physicians and Certified Nurse-Midwives compiled by the University of Arizona Mel & Enid Zuckerman College of Public Health Center for Rural Health documents the need for obstetric providers in Arizona and especially in our rural communities. There are approximately 203 Certified Nurse-Midwives in Arizona. The majority of these CNMs (92%) are living and working in urban settings. The Arizona counties of Apache, Greenlee, Graham, and La Paz either have no obstetric providers or no obstetric unit within their health care facilities. There exists a tremendous gap in care for mothers and infants, especially in the rural areas of Arizona.

Prior to August 2022, there was no midwifery educational program in the state of Arizona. The Lightcast labor market analytics reports for Nurse-Midwife/Nurse Midwifery (51.3807) revealed several important data points. Regional completion of nurse-midwifery program increased 125.8% from 2012 to 2021. Seventy regional students (70) completed a nurse-midwifery program in 2021 and none of those students were attending an Arizona university. The nurse-midwifery profession is expected to grow 7.9% from 2022-2027 with approximately 561 job openings annually. The age breakdown of the nurse-midwifery profession demonstrates that 46.6% of nurse-midwives are greater than 45 years of age. Most nurse-midwives identify as White at 73.8%. American Indian or Alaska Native nurse-midwives identify as 0.3% of the profession. The above statistics document the urgent need to grow and diversify the nurse-midwifery workforce. The top two institutions supplying the labor market are the hybrid online programs of Frontier Nursing University (Kentucky) and Georgetown University. The cost of the Frontier University program is \$36,575 and the Georgetown University program is approximately \$119,609. Using the UA CON DNP tuition rates the cost to complete the proposed UA CHS MS Midwifery program is approximately \$40,964. The data of the Lightcast reports along with the Arizona Workforce Report document the need to grow and diversify the nurse-midwifery workforce. The proposed MS Midwifery degree program provides a cost effective and competitive way to meet this need and serve the communities of Arizona.

VII. Similar Programs Offered at Arizona Public Universities:

University of Arizona College of Nursing DNP Nurse-Midwifery Specialty developed by this author. Please see rationale for changing the degree and time to completion.

VIII. **Resources**

- a. **Summarize new resources required to offer the program:** *None anticipated at this time.*

The workload of the existing UA CON DNP NM (Nurse Midwifery) specialty and the new degree program will be shared among existing faculty and staff. There is a total of 3.0 FTEs of faculty currently employed, 1.0 FTE administrative support and a 1.0 FTE Clinical Placement Coordinator. There are 21 credits of midwifery course work that is completed and there are 17 credits of new course content that will need to be developed. There is adequate faculty workload to teach the proposed curriculum. As the program is launched and student enrollment increases, the program will need to hire an additional 1.0-2.0 FTEs to meet student clinical supervision and advisement needs.

- b. **Estimate total expected cost:**

Yr1	Yr2	Yr3
171,830	292,743	341,163

- c. **Estimate total expected revenue of the program:**

Yr1	Yr2	Yr3
171,830	323,748	485,622

IX. **Required Signatures** *(the following should be included in the notification memo to campus after ABOR approval):*

- a. **Program Director/Main Proposer:**

i. **Signature:**  _____
Erin McMahon (Nov 9, 2023 12:08 MST)

ii. **Name and Title:** Erin McMahon EdD, CNM, FACNM

iii. **Date:** November 9, 2023

- b. **Managing Unit/Department Head:**

i. **Signature:** _____

ii. **Name and Title:**

iii. Date:

c. College Dean/Associate Dean:

i. Signature: Kevin Loherry, PhD, PA-C
Kevin Loherry, PhD, PA-C (Nov 9, 2023 12:24 MST)

ii. Name and Title: Kevin C. Loherry, Interim Dean, PhD, PA-C

iii. Date: November 9, 2023










Preliminary_Proposal_Majors_MS Midwifery_CA approved9

Final Audit Report

2023-11-09

Created:	2023-11-09
By:	Theresa Martinez (tmmartinez@arizona.edu)
Status:	Signed
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"Preliminary_Proposal_Majors_MS Midwifery_CA approved9" History

-  Document created by Theresa Martinez (tmmartinez@arizona.edu)
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-  Document emailed to Erin McMahon (emcmahon3@arizona.edu) for signature
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-  Signer lohenry@arizona.edu entered name at signing as Kevin Lohenry, PhD, PA-C
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OFFICE OF UNDERGRADUATE EDUCATION


Administration Building, 402
1401 E. University Blvd.
PO Box 210066
Tucson, AZ 85721-0066

To: Erin McMahon, Director, Nurse Midwife Program, College of Nursing
From: Greg Heileman, Vice Provost for Undergraduate Education 
Date: November 27, 2023
Subject: Approval of Preliminary Proposal for a Master of Science, Midwifery

Thank you for submitting the preliminary review proposal for a Master of Science, Midwifery. The proposed academic program will allow the University of Arizona to efficiently produce competent nurse-midwives thereby improving outcomes and saving lives in the state of Arizona. We believe your ideas are sufficiently well developed that it now makes sense to advance through the stages of the formal academic program approval process.

Please proceed to the development of a full proposal, and do not hesitate to reach out to the Curricular Affairs Office for assistance with this process.

CC: Ron Marx, Interim Senior Vice President for Academic Affairs and Provost
Liz Sandoval, Director, Curricular Affairs
Kevin Lohenry, Interim Dean, College of Health Sciences



New Academic Program Workflow Form

General

Proposed Name: Midwifery

Transaction Nbr: 00000000000208

Plan Type: Major

Academic Career: Graduate

Degree Offered: Master of Science

Do you want to offer a minor? N

Anticipated 1st Admission Term: Fall 2025

Details

Department(s):

COHS

DEPTMNT ID	DEPARTMENT NAME	HOST
6000	Clinical Health Professions	Y

Campus(es):

MAIN

LOCATION	DESCRIPTION
TUCSON	Tucson

Admission application terms for this plan: Spring: Y Summer: N Fall: Y

Plan admission types:

Freshman: N Transfer: N Readmit: N Graduate: Y

Non Degree Certificate (UCRT only): N

Other (For Community Campus specifics): N

Plan Taxonomy: 51.3807, Nurse Midwife/Nursing Midwifery.

Program Length Type: Program Length Value: 0.00

Report as NSC Program:

SULA Special Program:

Print Option:

Diploma: Y Master of Science Midwifery

Transcript: Y Master of Science Midwifery

Conditions for Admission/Declaration for this Major:

Bachelor Degree

Licensed Register Nurse

Requirements for Accreditation:

The program will seek accreditation from the Accreditation Commission for Midwifery Education (ACME). The proposed program has submitted a Letter of Intent to ACME from Interim Dean Lohentry. ACME is looking forward to receiving the Preaccreditation Report (PAR) and a site visit.

Program Comparisons

University Appropriateness

The United States is experiencing a pregnancy related health crisis and has the highest maternal mortality rate of the highly resourced nations. Midwifery care as an integral part of our health care team has been demonstrated to improve maternal and infant outcomes. The M.S. Midwifery degree is consistent with the University of Arizona mission to "continuously improve how we educate". The M. S. Midwifery degree will take 4 semesters to complete versus the 3 years required in the UA CON DNP Nurse-Midwifery Specialty. According to the American College of Nurse-Midwives, the master's degree is the preferred entry level to practice. This will allow the University of Arizona to efficiently produce competent nurse-midwives thereby improving outcomes and saving lives in the state of Arizona.

The Master of Science in Midwifery is consistent with the University of Arizona Strategic Plan Wildcat Journey Initiative UAHS 1.1B as one of the three new programs supported by the New Economy Initiative. The M.S. Midwifery will be a hybrid program utilizing a mixture of online didactic coursework, on campus intensives, and clinical placements to prepare competent clinicians. Graduates of the M.S. Midwifery program will be prepared according to the ACNM Core Competencies for Basic Midwifery Practice and are eligible to apply for certification through the American Midwifery Certification Board (AMCB).The certified nurse-midwife (CNM) independently provides care during pregnancy, childbirth, and the postpartum period. The CNM scope of practice includes gynecologic care, family planning, preconception care, and care of the healthy

newborn for the first 28-days of life. CNMs provide primary care to individuals across the life span. Care may be provided in a variety of settings including, but not limited to, private practice, community health centers, ambulatory clinics, hospitals, birth centers and the home setting. Growing and diversifying the midwifery profession in Arizona will improve outcomes and save lives within Arizona communities.

Arizona University System

NBR	PROGRAM	DEGREE	#STDNTS	LOCATION	ACCRDT
1	UA CON DNP Nurse- Midwifery	DNP	12	UA Tucson	Y

Peer Comparison

The proposed UA COHS MS in Midwifery aligns with the peer programs that represent the top 3 US News and World Report midwifery programs that are also state universities (University of Michigan, University of Colorado and University of New Mexico). In developing the curriculum, the top 3 MSN programs were considered (Vanderbilt University, University of Michigan, and Yale University). The similarities include the Master of Science degree, a 2-year program, consistent admission requirements, and clinical practicum hours.

The proposed UA CHS MS in Midwifery stands out from the state university peer programs in a few important ways. The UA CHS MS in Midwifery makes efficient use of credit hours in the plan of study with a total of 38 credit hours and 900 clinical practicum hours. The program of study separates the clinical practicum from the didactic content to allow maximum flexibility for students as they progress through the course work. The hybrid format offered through AZ Online further provides flexibility to students in rural communities within Arizona. A Master of Science in Midwifery positions the University of Arizona to be able to offer a program to educate Certified Midwives (CM) in the future. The CM is a credential that is comparable to the Certified Nurse-Midwife (CNM) credential and is increasing in acceptance across the United States. Colorado is the state that has most recently added the CM credential to their health care provider licensure.

The American College of Nurse Midwives and HRSA have the same goals to increase the number of Certified Nurse-Midwives in practice and to diversify the profession to improve maternal and infant outcomes. The differences in the proposed UA CHS MS in Midwifery by utilizing the Master of Science degree in the hybrid format with efficient use of credit hours will be attractive to Registered Nurses interested in becoming Certified Nurse-Midwives. The program is designed to increase the work force, promote diversity within the profession, and thereby promote the health of women and infants in Arizona.

Resources

Library

Acquisitions Needed:

No additional library resources are needed.

Physical Facilities & Equipment

Existing Physical Facilities:

No additional physical facilities and equipment is needed. The didactic content is delivered via the D2L platform and in person clinical intensives will be held at UA HSIB ASTEC and ICaPS centers. These are the same resources utilized by the students and faculty of the UA CON DNP Nurse-Midwifery Specialty. We have already purchased the needed equipment.

Additional Facilities Required & Anticipated:

No additional physical facilities and equipment is needed. The didactic content is delivered via the D2L platform and in person clinical intensives will be held at UA HSIB ASTEC and ICaPS centers. These are the same resources utilized by the students and faculty of the UA CON DNP Nurse-Midwifery Specialty. We have already purchased the needed equipment.

Other Support

Other Support Currently Available:

Currently, the UA COHS Department of Clinical Professions has 1.0 FTE in Faculty and 2.0 FTEs shared with the UA CON DNP Nurse-Midwifery Specialty, 1.0 Administrative Coordinator support and a 1.0 FTE Clinical Coordinator Position. The faculty and staff are teaching the midwifery course work in the existing UACON DNP program and will continue to teach this course work for the new M.S. Midwifery degree. 2.0 FTE faculty will be needed to develop 17 credits in new M.S. core courses and support student advisement and clinical supervision. The existing physical space is adequate for the in person clinical intensives in the UAHS HSIB building. Additional administrative support such as student affairs, faculty affairs and admissions will be provided within the evolving UA College of Health Sciences infrastructure. The existing simulation equipment supplies are adequate to meet the needs of the new program.

Other Support Needed over the Next Three Years:

1.0 FTE faculty for new course development and student advisement as the program grows.

Comments During Approval Process

2/7/2024 2:20 PM

ESANDMAR

Comments

Updated degree type and name of program.
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2/7/2024 2:22 PM

ESANDMAR

Comments

Updated budget info.

3/4/2024 4:13 PM

ESANDMAR

Comments

Approved.



ADDITIONAL INFORMATION FORM
To be used once preliminary proposal has been approved.

I. **MAJOR REQUIREMENTS**– complete the table below by listing the major requirements, including required number of units, required core, electives, and any special requirements, including emphases* (sub-plans), thesis, internships, etc. Note: information in this section must be consistent throughout the proposal documents (comparison charts, four-year plan, curricular/assessment map, etc.).

GRADUATE

Total units required to complete the degree	41
Pre-admissions expectations (i.e., academic training to be completed prior to admission)	Earned Bachelor’s degree and licensed Registered Nurse.
Major requirements. List all major requirements including core and electives. If applicable, list the emphasis requirements for each proposed emphasis*. Courses listed must include course prefix, number, units, and title. Mark new coursework (New). Include any limits/restrictions needed (house number limit, etc.). Provide email(s)/letter(s) of support from home department head(s) for courses not owned by your department.	<p><u>Complete 9 units of core coursework:</u> *prefix is to be determined. COHSMW1 (3) Advanced Pathophysiology (NEW) COHSMW2 (3) Advanced Health Assessment (NEW) COHSMW3 (3) Advanced Pharmacology (NEW)</p> <p><u>Complete 21 units of midwifery didactic and clinical course work:</u> COHSMW4a (2) Routine Antenatal and Gynecologic Care (NURS 681a) COHSMW4b (1) Routine Antenatal and Gynecologic Care Clinical Hours (NURS 681a) COHSMW5a (2) Midwifery Care in the Birthing Experience (NURS 681b) COHSMW5b (1) Midwifery Care in the Birthing Experience Clinical Hours (NURS 681b) COHSMW6a (2) Advanced Midwifery Management of Gynecologic Care (NURS 681c) COHSMW6b (1) Advanced Midwifery Management of Gynecologic Care (NURS 681c) COHSMW7a (2) Management of Complications in the Birthing Process (NURS 681d) COHSMW7b (1) Management of Complications in the Birthing Process Clinical Hours (NURS 681d) COHSMW8a (2) Primary Care for the Midwife (NEW)</p>



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	<p>COHSMW8b (1) Primary Care for the Midwife Clinical Hours (NEW) COHSMW9 (6) Midwifery Integration (N681F)</p> <p><u>Complete 5 credits of theory:</u> COHSMW10 (2) Methods for Scholarly Inquiry and Evidence Based Practice (NEW) COHSMW11 (3) Professional Issues for Midwifery Practice (NEW)</p> <p><u>Complete 3 credits of Master’s Report independent study:</u> COHS909 MS Scholarly Work: Plan (1) COHS909 MS Scholarly Work: Implement (1) COHS909 MS Scholarly Work: Dissemination (1)</p> <p><u>Complete 3 credits of an elective</u> (rural, indigenous, global health or medical Spanish).</p>
Research methods, data analysis, and methodology requirements (Yes/No). If yes, provide description.	Yes. Students complete 5 units of research methodologies, literature review/analysis, implementation, and dissemination. (COHSMW10, COHS909)
Internship, practicum, applied course requirements (Yes/No). If yes, provide description.	Students will complete 900 clinical hours with a preceptor.
Master thesis or dissertation required (Yes/No). If yes, provide description.	No, Students will work with an advisor to complete a Master’s Report that may include a literature review, systematic review, clinical case report, policy/advocacy project, quality improvement project or other professionally relevant project for the midwife.
Additional requirements (provide description)	Completion of a comprehensive written examination.
Minor options (as relevant)	

*Emphases are officially recognized sub-specializations within the discipline. [ABOR Policy 2-221 c. Academic Degree Programs Sub specializations](#) requires all undergraduate emphases within a major to share at least 40% curricular commonality across emphases (known as “major core”). Total units required for each emphasis must be equal. Proposed emphases having similar curriculum with other plans (within department, college, or university) may require completion of an additional comparison chart. Complete the table found in Appendix B to indicate if emphases should be printed on student transcripts and diplomas.

- II. **CURRENT COURSES**—using the table below, list all existing courses included in the proposed major. You can find information to complete the table using the [UA course catalog](#) or [UAnalytics](#) (Catalog and Schedule Dashboard> “Printable Course Descriptions by Department” On



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Demand Report; right side of screen). If the courses listed belong to a department that is not a signed party to this implementation request, upload the department head’s permission to include the courses in the proposed program and information regarding accessibility to and frequency of offerings for the course(s). Upload letters of support/emails from department heads to the “Letter(s) of Support” field on the UAccess workflow form. Add or remove rows to the table, as needed.

Course prefix and number (include cross-listings)	Units	Title	Pre-requisites	Modes of delivery (online, in-person, hybrid)	Typically Offered (F, W, Sp, Su)	Dept signed party to proposal? (Yes/No)
NURS681F renumbered as COHSMW9	6	Midwifery Integration	MW1,2,3,4a/b,5a/b,6a/b,7a/b,8a/b,	hybrid	FA	yes

III. **NEW COURSES NEEDED** – using the table below, list any new courses that must be created for the proposed program. If the specific course number is undetermined, please provide level (i.e., CHEM 4XX). Add rows as needed.

Course prefix and number (include cross-listings)	Units	Title	Pre-requisites	Modes of delivery (online, in-person, hybrid)	Status*	Anticipated first term offered	Typically Offered (F, W, Sp, Su)	Dept signed party to proposal? (Yes/No)	Faculty members available to teach the courses
COHSMW1	3	Advanced Pathophysiology	n/a	online	*	FA25	FA		McMahon



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COHSMW2	3	Advanced Health Assessment	n/a	hybrid	*	FA25	FA		Kiser
COHSMW3	3	Advanced Pharmacology	n/a	online	*	SP26	SP		McMahon
COHSMW4a/b	2/1	Routine Antenatal and Gynecologic Care (N681a)	n/a	hybrid	*	FA25	FA	YES	McGrew
COHSMW5a/b	2/1	Midwifery Care in the Birthing Experience (N681b)	MW4a	hybrid	*	SP26	SP	YES	Holland
COHSMW6a/b	2/1	Advanced Midwifery Management of Gynecologic Care (N681c)	MW4a	hybrid	*	SP26	SP	YES	McGrew
COHSMW7a/b	2/1	Management of Complications in the Birthing Process (N681d)	MW5a	hybrid	*	SU26	SU	YES	Holland
COHSMW8a/b	2/1	Primary Care for the Midwife (N681g)	MW1, MW2, MW3	hybrid	*	SU26	SU		Kiser
COHSMW10	2	Methods for Scholarly Inquiry and Evidence Based Practice	n/a	online	*	FA25	FA		TBD
COHSMW11	3	Professional Issues for Midwifery Practice	n/a	online	*	FA26	FA		TBD
COHS909	1/1/1	MS Master's Report	MW10	hybrid	*	SP26	SP		Kiser
Elective	3	Elective	n/a			FA26	FA		n/a
		**MW4a/b,5a/b,6a/b,7a/b currently exist as NURS 681a,b,c,d and will be split into didactic and clinical courses. Not truly new course developments from a faculty perspective.							

*In development (D); submitted for approval (S); approved (A)



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IV. **FACULTY INFORMATION-** complete the table below. If UA Vitae link is not provided/available, add CVs to a Box folder and provide that link. UA Vitae profiles can be found in the [UA directory/phonebook](#). Add rows as needed. **NOTE: full proposals are distributed campus-wide, posted on committee agendas and should be considered “publicly visible”.** Contact [Office of Curricular Affairs](#) if you have concerns about CV information being “publicly visible”.

Faculty Member	Involvement	UA Vitae link or Box folder link
Erin McMahon	Program Director, faculty advisor, clinical supervising faculty, teach MW1, MW3, MW9, MW11	BOX Folder- Faculty CVs
Lisa Kiser	Teach MW2, MW8, MW10, 909, faculty advisor, clinical supervising faculty	See above
Marianna Holland	Teach MW5, MW7, faculty advisor, clinical supervising faculty	See above
Shelley McGrew	Teach MW 4, MW6, faculty advisor, clinical supervising faculty	See above



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V. **GRADUATION PLAN** – provide a sample degree plan, based on your program that includes all requirements to graduate with this major and takes into consideration course offerings and sequencing. *Undergraduate programs: please complete [Addendum D: 4-Year Plan for Degree Search](#). Use generic title/placeholder for requirements with more than one course option (e.g., Upper Division Major Elective, Minor Course, Second Language, GE). Add rows as needed.*

Semester 1		Semester 2		Semester 3		Semester 4	
Course prefix and number	Units	Course prefix and number	Units	Course prefix and number	Units	Course prefix and number	Units
COHSMW1	3	COHSMW3	3	COHSMW6a	2	COHSMW9	6
COHSMW2	3	COHSMW4a	2	COHSMW6b	1	COHSMW11	3
COHSMW8a	2	COHSMW4b	1	COHSMW7a	2	COHS909	1
COHSMW8b	1	COHSMW5a	2	COHSMW7b	1		
COHSMW10	2	COHSMW5b	1	COHS909	1		
		COHS909	1	Elective	3		
Total	11	Total	10	Total	10	Total	10

Semester 5		Semester 6		Semester 7		Semester 8	
Course prefix and number	Units	Course prefix and number	Units	Course prefix and number	Units	Course prefix and number	Units
Total		Total		Total		Total	



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VI. **Curriculum Map and Assessment Map** - Complete this table as a summary of your learning outcomes and assessment plan, using these examples as a model. If you need assistance completing this table and/or the Curriculum Map, please contact the [University Center for Assessment, Teaching and Technology](#). Attach your Curriculum Map here. [UA COHS Midwifery Curriculum Map](#)

Program: MS Midwifery

Learning Outcome #1: Demonstrate the necessary knowledge, skills, and professional attributes thereby meeting the Core Competencies of Basic Midwifery Practice (ACNM, 2020) .
Concepts: Midwifery knowledge, midwifery skills and midwifery professional attributes.
Competencies: American College of Nurse-Midwives Core Competencies of Basic Midwifery Practice to include: the Hallmarks of Midwifery, Midwifery Management Process, Fundamentals, Preconception Care, Prenatal Care, Birth Care, Postpartum Care, Gynecologic Care, Neonatal Care and Primary Care.
Assessment Methods: This outcome will be assessed in the didactic course work and in the preceptor supervised clinical setting.
Measures: Midwifery Competence Assessment Tool (MCAT), course assignments, exams and clinical evaluations.
Learning Outcome #2: Use the midwifery management process to provide evidence based clinical care within a shared decision-making model.
Concepts: clinical assessment, clinical decision making, critical analysis of evidence, implementation of a shared decision-making model of care
Competencies: complete a health history and physical exam, create a differential of diagnoses, develop an evidence-based plan of care that includes shared decision-making with the patient
Assessment Methods: course assignments, exams, and clinical evaluations
Measures: Direct measures will include objective grading of assignments by course instructors and rubric-scored clinical evaluations completed by preceptors and clinical supervising faculty. Indirect measures will include a student self-assessment at the end of the program.
Learning Outcome #3: Integrate the Hallmarks of Midwifery in academic, clinical, and professional settings.
Concepts: autonomy, respect, shared decision making, promote physiologic processes, health promotion, continuity and family centered care
Competencies: Applying knowledge of the Hallmarks of Midwifery in the clinical setting.
Assessment Methods: This outcome will be assessed in homework, exams, and student projects, and the clinical setting.
Measures: Direct measures will include objective grading of assignments by course instructors and rubric-scored clinical evaluations completed by preceptors and clinical supervising faculty. Indirect measures will include a student self-assessment at the end of the program.



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Learning Outcome #4: Apply self-reflection to our practice to minimize bias and discrimination.
Concepts: self-reflection, implicit bias, social determinants of health, and health equity
Competencies: Effectively demonstrate insight and utilize knowledge derived from coursework and self-exploration to minimize bias and promote health equity in the clinical setting.
Assessment Methods: This outcome will be assessed in classroom interaction, student assignments and the clinical setting.
Measures: Direct measures will include objective grading of assignments by course instructors and rubric-scored clinical evaluations completed by preceptors and clinical supervising faculty. Indirect measures will include a student self-assessment at the end of the program.
Learning Outcome #5: Implement strategies to address the social determinants of health to improve health equity and outcomes.
Concepts: social determinants of health and health equity
Competencies: Effectively demonstrate insight and utilize knowledge derived from coursework and self-exploration to promote health equity in the clinical setting.
Assessment Methods: This outcome will be assessed in classroom interaction, student assignments and the clinical setting.
Measures: Direct measures will include objective grading of assignments by course instructors and rubric-scored clinical evaluations completed by preceptors and clinical supervising faculty. Indirect measures will include a student self-assessment at the end of the program.

VII. **PROGRAM ASSESSMENT PLAN-** using the table below, provide a schedule for program evaluation 1) while students are in the program and 2) after completion of the major. Add rows as needed. Delete **EXAMPLE** rows.

Assessment Measure	Source(s) of Evidence	Data Collection Point(s)
(1) ACME Annual Monitoring Report (AMR)	University/program data	Annually- June
(2) Graduation Rate (AMR)	University/program data	Annually- June
(1) Attrition Rate (AMR)	University/program data	Annually- June
(2) AMCB Certification exam Pass rate (AMR)	University/program data	Annually- June
(2) Student/Alumni Program Evaluation	SCS and alumni survey	Each semester and annually
(1,2) Faculty Program Evaluation	Faculty Retreat- informal feedback	Annually-June



ADDITIONAL INFORMATION FORM
To be used once preliminary proposal has been approved.

(1,2) Preceptor Program Evaluation	Electronic Survey to preceptors	After each semester of precepting a student. Brief survey that can be responded to on a phone with a free text comment section.
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VIII. **ANTICIPATED STUDENT ENROLLMENT**-complete the table below. What concrete evidence/data was used to arrive at the numbers?

5-YEAR PROJECTED ANNUAL ENROLLMENT					
	1 st Year	2 nd Year	3 rd Year	4 th Year	5 th Year
Number of Students	10	20	25	25	25

Data/evidence used to determine projected enrollment numbers:

The projected enrollment is based on the experience of this educator, 10-15 applications received per admission cycle without a formal marketing plan. The enrollment will be limited by the number of clinical sites that are available for students in Arizona. There will be potential growth as we increase the number of nurse-midwives and potential preceptors in Arizona. Additional growth will occur as the reputation of the program spreads and out of state students are accepted into the program. The first admission cycle of the UA CON DNP Nurse-Midwifery Specialty admitted 9 students, 6 from Arizona, 2 from California and 1 from Colorado.

IX. **ANTICIPATED DEGREES AWARDED**- complete the table below, beginning with the first year in which degrees will be awarded. How did you arrive at these numbers? Take into consideration departmental retention rates. Use [National Center for Education Statistics College Navigator](#) to find program completion information of peer institutions offering the same or a similar program.

PROJECTED DEGREES AWARDED ANNUALLY					
	1 st Year	2 nd Year	3 rd Year	4 th Year	5 th Year
Number of Degrees	0	10	20	25	25



ADDITIONAL INFORMATION FORM

To be used once preliminary proposal has been approved.

Data/evidence used to determine number of anticipated degrees awarded annually:
Projected degrees is based on the projected enrollment.



**New Academic Program
PEER COMPARISON**

Select three peers (if possible/applicable) for completing the comparison chart from [ABOR-approved institutions](#), [AAU members](#), and/or other relevant institutions recognized in the field. The comparison programs are not required to have the same degree type and/or title as the proposed UA program. Information for the proposed UA program must be consistent throughout the proposal documents. Minors and Certificates may opt to include only 2 peer comparisons.

Program name, degree, and institution	Proposed UA Program	University of Michigan, Ann Arbor, MI	University of Colorado, Denver, CO	University of New Mexico, Albuquerque, NM
Current number of students enrolled		30	51	13
Program Description	<p>2 year MS</p> <p>The certified nurse-midwife (CNM) independently provides care during pregnancy, childbirth, and the postpartum period. The CNM scope of practice includes gynecologic care, family planning, preconception care, and care of the healthy newborn for the first 28-days of life. CNMs provide primary care to individuals across the life span, inclusive of all gender identities and</p>	<p>2 year MSN</p> <p>Today, nurse-midwives work in a number of settings, including birth centers, hospitals and private or public clinics to use their education and training for teaching, advocacy, research and public education. As a graduate of this program, you will be ready to promote women's health care across the lifespan</p>	<p>3 year MSN</p> <p>The Nurse-Midwifery (NMW) Education program at the University of Colorado College of Nursing prepares graduates who are eligible for certification as Certified Nurse-Midwives.</p>	<p>2 year MSN</p> <p>Certified nurse-midwives are essential to women's health. Licensed independent health care professionals, specializing in providing care to women across their lifespan. Provide prenatal care, attend births, care for newborns, provide reproductive care, offer counseling and have full prescriptive authority.</p>

	sexual orientations. Care may be provided in a variety of settings including, but not limited to, private practice, community health centers, ambulatory clinics, hospitals, birth centers and the home setting. The Master of Science in Midwifery is a hybrid program utilizing a mixture of online didactic coursework, on-campus intensives, and clinical placements.	and provide care for normal newborns.		
Target Careers	Certified Nurse Midwife (CNM)	Certified Nurse Midwife (CNM)	Certified Nurse Midwife (CNM)	Certified Nurse Midwife (CNM)
Emphases? (Yes/No) List, if applicable	No	No	Rural Health (optional)	No
Minimum # of units required	41 credits	48 credits	59 credits	55 credits
Level of Math required (if applicable)	n/a	n/a	n/a	n/a
Level of Second Language required (if applicable)	n/a	n/a	n/a	n/a
Pre-Major? (Yes/No) If yes, provide requirements.	n/a	n/a	n/a	n/a
Special requirements to declare/gain admission?	RN license Undergraduate degree	RN license BSN degree	RN license BSN	RN license BSN

(i.e. pre-requisites, GPA, application, etc.)	3.0 GPA UA Grad College application UA CHS (new) application	3.0 GPA	3.0 GPA	3.0 GPA
Internship, practicum, or applied/experiential requirements? If yes, describe.	Yes, students must complete approximately 900 hours practicum with a preceptor.	Yes, students must complete a clinical practicum with a preceptor.	Yes, students must complete approximately 720 hours practicum with a preceptor.	Yes, students must complete approximately 934 hours practicum with a preceptor.

Additional questions:

- How does the proposed program align with peer programs? Briefly summarize the similarities between the proposed program and peers, which could include curriculum, overall themes, faculty expertise, intended audience, etc.

The proposed UA CHS MS in Midwifery aligns with the peer program that represent the top 3 US News and World Report midwifery programs that are also state universities. In developing the curriculum, the top 3 MSN programs were considered (Vanderbilt University, University of Michigan, and Yale University). The similarities include the Master of Science degree, a 2-year program, consistent admission requirements, and clinical practicum hours.
- How does the proposed program stand out or differ from peer programs? Briefly summarize the differences between the proposed program and peers, which could include curriculum, overall themes, faculty expertise, intended audience, etc.

The proposed UA CHS MS in Midwifery stands out from the peer programs in a few important ways. The UA CHS MS in Midwifery makes efficient use of credit hours in the plan of study with a total of 41 credit hours and 900 clinical practicum hours. The program of study separates the clinical practicum from the didactic content to allow maximum flexibility for students as they progress through the course work. The hybrid format offered through AZ Online further provides flexibility to students in rural communities within Arizona. A Master of Science in Midwifery positions the University of Arizona to be able to offer a program to educate Certified Midwives (CM) in the future. The CM is a credential that is comparable to the Certified Nurse-Midwife (CNM) credential and is increasing in acceptance across the United States. Colorado is the state that has most recently added the CM credential to their health care provider licensure.
- How do these differences make this program more applicable to the target student population and/or a better fit for the University of Arizona?

The American College of Nurse Midwives and HRSA have the same goals to increase the number of Certified Nurse-Midwives in practice and to diversify the profession to improve maternal and infant outcomes. The differences in the proposed UA CHS MS in Midwifery by utilizing the Master of Science degree in the hybrid format with efficient use of credit hours will be attractive to Registered Nurses interested in becoming Certified Nurse-Midwives. The program is designed to increase the work force, promote diversity within the profession, and thereby promote the health of women and infants in Arizona.



BUDGET PROJECTION FORM

Name of Proposed Program or Unit: MS in Midwifery

Budget Contact Person: Kris Slaney	Projected		
	1st Year 20 25- 20 26	2nd Year 20 26 - 20 27	3rd Year 20 27 - 20 28
METRICS			
Net increase in annual college enrollment UG			
Net increase in college SCH UG			
Net increase in annual college enrollment Grad	10	20	25
Net increase in college SCH Grad (graduate/completion)		10	20
Number of enrollments being charged a Program Fee (total)	10	30	45
New Sponsored Activity (MTDC)			
Number of Faculty FTE	3	3	3
FUNDING SOURCES			
<u>Continuing Sources</u>			
UG AIB Revenue			
Grad AIB Revenue- tuition	107,916	323,748	485,622
Program Fee Revenue (net of revenue sharing)			
F and A AIB Revenues			
Reallocation from existing College funds (attach description)			
Other Items (attach description)			
Total Continuing	\$ 107,916	\$ 323,748	\$ 485,622
<u>One-time Sources</u>			
College fund balances			
Institutional Strategic Investment			
Gift Funding			
Other Items (attach description) New Economy Initiative	63,914		
Total One-time	\$ 63,914	\$ -	\$ -
TOTAL SOURCES	\$ 171,830	\$ 323,748	\$ 485,622
EXPENDITURE ITEMS			
<u>Continuing Expenditures</u>			
Faculty	85,829	146,083	149,004
Other Personnel	34,193	46,602	61,423
Employee Related Expense	38,407	61,659	67,336
Graduate Assistantships			
Other Graduate Aid			
Operations (materials, supplies, phones, etc.)	5,000	5,000	5,000
Travel- Faculty	8,400	8,400	8,400
Other Items (attach description) Preceptor Stipend	-	25,000	50,000
Total Continuing	\$ 171,829	\$ 292,744	\$ 341,163
<u>One-time Expenditures</u>			
Construction or Renovation	-	-	-
Start-up Equipment	-	-	-
Replace Equipment	-	-	-
Library Resources	-	-	-
Other Items (attach description)	-	-	-
Total One-time	\$ -	\$ -	\$ -
TOTAL EXPENDITURES	\$ 171,829	\$ 292,744	\$ 341,163
Net Projected Fiscal Effect	\$ 1	\$ 31,004	\$ 144,459



COURSE USE/COLLABORATION/CONCERN FORM

Please use this form to notify other colleges that your proposed new program intends to use course(s) under their ownership; has identified potential avenues for interdisciplinary collaboration; and/or wants to hear their concerns about the creation of this program.

Note: Requesting college should provide this request to leadership in unit who owns courses. Responding unit should respond within 10 business days from receipt. Lack of response after the 10 business days is presumed approval.

FOR REQUESTING COLLEGE:

- I. **Initiating College:** College of Health Sciences
- II. **Representative(s) making the request:** Erin McMahon EdD, CNM Director and Interim Dean Kevin Loheny
- III. **Planned proposed program:** Master of Science in Midwifery
- IV. **Planned program start date:** Fall 2025
- V. **Courses planned to be included, belonging to college / departments:**

For the Master of Science in Midwifery, NURS 681a, 681b, 681c, 681d will be modified to separate the didactic credit hours from the clinical credit hours to provide flexibility to the learners and will be listed under a CHS prefix. The courses will remain intact for the CON students.

Example:

NURS 681a (3 credits) will become 2 CHS courses (a 2-credit didactic course and a 1 credit clinical course).

CON students will be able to register for the NURS 681 courses in the usual format. CHS students will register for separate courses under the CHS prefix. CON and CHS students will experience the same didactic content as delivered by AZ Online through the D2L learning management system.

NURS 681 e, f, and g will be cross listed with a CHS prefix.

FOR REVIEWING COLLEGE:

- | | | | |
|--------------|------------------------------|--|---|
| 1. NURS 681a | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> | Conditionally <input type="checkbox"/> : Under what conditions? |
| 2. NURS 681b | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> | Conditionally <input type="checkbox"/> : Under what conditions? |
| 3. NURS 681c | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> | Conditionally <input type="checkbox"/> : Under what conditions? |
| 4. NURS 681d | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> | Conditionally <input type="checkbox"/> : Under what conditions? |
| 5. Course #5 | Yes <input type="checkbox"/> | No <input type="checkbox"/> | Conditionally <input type="checkbox"/> : Under what conditions? |

- VI. **Parameters of Use (add rows as necessary):**

Undergraduate/Graduate

COURSE USE/COLLABORATION/CONCERN FORM

Course #	Units	Description of use (i.e., gen ed, major core, emphasis, elective/selective)
NURS 681a	3	Major Core
NURS 681b	3	Major Core
NURS 681c	3	Major Core
NURS 681d	4	Major Core

VII. **Expected Yearly Enrollment (add rows as necessary):**

Course #	Units	Exp Enrollment for 25-26	Exp Enrollment for Yr 26-27	Exp Enrollment for 27-28
NURS 681a	3	CON 10/CHS 10	CON 10/CHS 10	CHS 20
NURS 681b	3	CON 10/CHS 10	CON 10/CHS 10	CHS 20
NURS 681c	3	CON 10/CHS 10	CON 10/CHS 10	CHS 20
NURS 681d	4	CON 10/CHS 10	CON 10/CHS 10	CHS 20

VIII. **Opportunities for Interdisciplinary Collaboration (leave blank if none):**

There are multiple opportunities for inter-specialty collaboration, such as DNP FNP students may choose to enroll in the didactic only CHS course that is currently NURS 681a or NURS 681c. Currently, these courses are only available to DNP Nurse-Midwifery Specialty students.

IX. **Concerns about Proposed Program (leave blank if none):**

X. **Representative(s) reviewing request:** Who is representative reviewing the request? (Should be Associate Dean / Dean)

Signature: *Peggy Jenkins* Date: 11/8/2023
Associate Dean Academic Affairs



NEW ACADEMIC PROGRAM – MAJOR
Supplemental Info Form

NOTE: This is being added to the proposal after committees, including but not limited to Graduate Programs Executive Review (GPERC) and Graduate College Academic Administrator's Council (GCAAC) viewed and commented on the document. Below are their questions and the responses given by the proposing department/college.

1. Two of the faculty listed do not currently have the graduate faculty status.

All faculty are doctorally prepared.

Lisa Kiser DNP, CNM

Marianna Holland DNP, CNM

Shelley McGrew DNP, CNM

Erin McMahon EdD, CNM

2. Is this program subject to the university's 7-year program review? If so, the review should be included in the Assessment Plan.

I will request a waiver for the 7-year review given the ACME accreditation process. In addition, I will complete an Annual Monitoring Report for ACME.

3. I recall we approved a substantial change to the MS in Nursing -Entry to Profession recently, where they argued that the separation of didactic and clinical components in different courses was ineffective and proposed to integrate them. The current proposal separates the didactic and clinical components in parallel courses. Both are nursing programs. Could you provide some insights into the rationale for these different approaches?

I am not involved in the MS-EPN program. This will not be a nursing program but a COHS program. The rationale is that in some instances access to a clinical site due to a pandemic, student pregnancy, or preceptor issue could slow a student down from completing clinical hours. Separating out the didactic and clinical components allows the student more flexibility to continue moving forward with didactic content versus having to stop completely and reenter the curriculum one year later. This feedback came to me in focus groups and is how the courses were modeled at Yale for the same rationale.