Herzing University January 2024 Graduate Catalog Addenda

 ADDENDUM, effective April 22, 2024. Herzing University has begun enrolling in the following Master of Science in Nursing in Women's Health Nurse Practitioner program.

Official Program Outline



MASTER OF SCIENCE IN NURSING IN WOMEN'S HEALTH NURSE PRACTITIONER (MSNWHNP)

PROGRAM DESCRIPTION

This online graduate degree in nursing will provide students with the academic knowledge, skills, and expertise to apply for certification as a women's health nurse practitioner. Graduates will be prepared to have integrated praxis philosophy throughout multiple courses. The program consists of core, specialty, and clinical courses. This program is for licensed registered nurses (current, unrestricted license) who have a Bachelor of Science in Nursing degree and are interested in advancing their careers to become a certified women's health nurse practitioner.

Prior to enrollment, individuals considering a Master of Science in Nursing program (nurse practitioner tracks) should check with their applicable state board of nursing before enrolling in any graduate nursing program for any specific state requirements and required clinical courses for eligibility to apply for licensure.

CORE MSN PROGRAM OUTCOMES

Upon completion of this program, the student should be able to:

- 1. Integrate scientific evidence from nursing and biopsychosocial disciplines, genetics, public health, quality improvement, and organizational sciences when designing and implementing outcome measures in diverse settings and through the lifespan.
- 2. Demonstrate leadership skills that emphasize ethical and critical decision-making, fiscal responsibility, interprofessional relationships that promote safe, quality care within a systems framework.
- 3. Apply methods, tools, performance measures, and evidence-based standards when evaluating quality indicators within an organizational system.
- 4. Synthesize theories, models and research findings inherent to nursing practice, education and management to guide an organization or healthcare system towards achieving successful outcomes.
- 5. Apply client/patient care technologies and informatics to coordinate and ensure safe quality care and promote effective communication among members of the inter-professional healthcare team.
- 6. Analyze ethical, legal and sociocultural factors to influence policy development and healthcare delivery systems that promote the health of individuals and populations.
- Articulate a leadership role within inter-professional teams through effective communication, collaboration and
 consultation with other professionals to manage, coordinate care and provide safe, quality family-centered and
 population-based care.
- 8. Incorporate organizational and culturally sensitive client and population centered concepts in the planning, delivery, management, and evaluation of direct and indirect evidence-based health promotion care and services to specified individuals, families and populations.
- 9. Implement scholarly activities in selected individuals, populations, and systems.

WOMEN'S HEALTH NURSE PRACTITIONER PROGRAM OUTCOMES

Students are expected to meet all the core MSN program student learning outcomes as well as the Women's Health Nurse Practitioner program outcomes. Upon completion of this program, the student should be able to:

- 1. Demonstrate critical thinking and holistic caring as an advanced practice nurse.
- 2. Analyze scientific literature for application to selected diagnoses and treatment plans.
- 3. Synthesize ethical principles into the management and evaluation of healthcare delivery concerns in culturally diverse care settings.
- 4. Articulate a personal philosophy and framework acknowledging professional and accrediting agency competencies relating to the role and scope of practice of the women's health nurse practitioner.
- 5. Implement the role of the women's health nurse practitioner in selected clinical settings.

THIRD PARTY TESTING

Assessment and remediation are critical components of nursing education. Students in the graduate nursing program may be required to take proctored third-party, standardized exams in an electronic format throughout the curriculum. These standardized tests are valid and reliable predictors of success on certification examinations and provide valuable feedback concerning student strengths and weaknesses. Student learning outcome data identifies content areas that require remediation, allowing faculty to personalize student support and intervention. Courses that utilize third-party exams will incorporate the points based upon student performance as specified in the course syllabus.

CLINICAL PROFICIENCY EXAM AND POLICY

Students in the graduate nursing program are subject to a clinical proficiency exam following successful completion of the following courses: Advanced Assessment, Advanced Pathophysiology and Advanced Pharmacology (3P's). This exam is a comprehensive assessment of all content covered in the three courses completed.

The Clinical Proficiency Exam is administered, utilizing a proctoring program, while completing either NU611, NU 642, NU 671, or NU 664 depending on the student's program.

If the "benchmark" score on the first attempt is not attained a plan for remediation will be developed in collaboration with the faculty/program chair/success coach and a second attempt will be provided. If the student is below the" benchmark" score on the second attempt, the student cannot enroll in the next semester clinical courses. The student will be enrolled in any outstanding didactic courses as well as a Nursing Remediation course to provide remediation of the content. At the end of the remediation course, students will be provided with a final attempt to demonstrate competency on the Clinical Proficiency exam.

If the student is unsuccessful on the final attempt to demonstrate competency, the student will be dismissed from the program and will not be eligible to re-enter into another practice program. A student who is dismissed may appeal to transfer into any other non-nursing program offered at Herzing University.

Students who are successful on the final retake exam will be rescheduled by Registrar Services in the next available clinical course.

PROGRAM CONTENT

A minimum of 54.00 semester credit hours is required for graduation.

REQUIRED CORE COURSES

All courses, 15.00 semester credit hours, are required.

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
NU 700	Knowledge for Nursing Practice	None	3.00
NU 710	Improvement Science	NU 760	3.00
NU 725	Technology and Nursing Informatics in Advanced Practice	NSG 633, NSG 660 or NU 700	3.00
NU 730	Systems-Based Practice	NSG 633, NSG 660 or NU 700, NU 710	3.00
NU 760	Scholarship for Nursing Practice	NU 700	3.00

REQUIRED DIRECT CARE COURSES

All courses, 9.00 semester credit hours, are required.

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
NU 610	Advanced Health Assessment	NU 500, NU 560 or NU 700	3.00
NU 621	Advanced Pathophysiology	NU 500, NU 560 or NU 700	3.00
NU 636	Advanced Pharmacology	NU 500, NU 560 or NU 700	3.00

REQUIRED SPECIALTY COURSES

All courses, 30.00 semester credit hours, are required.

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
NU 611	Clinical Decision-Making	(NU 560 or NU 760), NU 610, NU 621, NU 636	2.00
NU 640	Introduction to Women's Health Across the Lifespan	None/NU 610	4.00
NU 646	Primary Care for Women	NU 611	4.00
NU 647	Women's Health Nurse Practitioner I	NU 646	5.00
NU 648	Women's Health Nurse Practitioner II	NU 646 / NU 647	5.00
NU 649	Women's Health Nurse Practitioner Practicum	NU 648, Final semester	4.00
NU 726	Professionalism and Leadership for Advanced Practice	NU 700, NU 730	3.00
NU 780	Population Health	None	3.00

CLINICAL PROFICIENCY EXAM AND POLICY COURSES

The following courses are 0.00 semester credit hours associated with the policy outlined above. Students are required to take as co-requisite courses along with NU 611, NU 642, NU 664 or NU 671, depending on the program of study.

Course Number	Course Name	Semester Credit Hours
NSG 0600	Clinical Proficiency Course	0.00
NSG 0600R	Clinical Proficiency Remediation Course (if needed)	0.00

COURSE DESCRIPTIONS FOR NEW COURSES

NU 640 Introduction to Women's Health Across the Lifespan

This introductory course focuses on integrating theoretical knowledge, evidence-based guidelines, and contemporary practice in the assessment and management of health and disease states specific to women across the lifespan. Personal, family, cultural, community, and societal influences are analyzed for their impact on women's physical and emotional health. Health risk identification, health promotion, maintenance, and treatment alternatives are examined.

NU 646 Primary Care for Women

This clinical course introduces the foundations of women's healthcare, including topics such as health assessment, reproductive stages, and family planning. In addition, this course focuses on the assessment, diagnosis, and treatment of primary care concerns for women from reproductive age through post-menopausal transition. The primary care clinical component allows for the application of theoretical knowledge to the patient care setting.

NU 647 Women's Health Nurse Practitioner I

The focus of this clinical course is introducing common gynecologic problems and standard obstetric care to women from reproductive age through post-menopausal transition. The assessment and decision-making process will be applied in order to evaluate, diagnose, and treat common gynecologic concerns. In addition, there is a focus on standard obstetric care including components of prenatal care and assessment, normal physiologic changes in pregnancy, management of common discomforts in pregnancy, and routine postpartum care. Disparities in obstetric outcomes across populations will be explored. The clinical component of this course will be completed in an OB/GYN setting and will allow for application of these concepts to the clinical arena.

NU 648 Women's Health Nurse Practitioner II

This course focuses on the further development of theoretical knowledge, evidence-based guidelines, and contemporary practice

in the assessment, diagnosis, prevention, and management of gynecologic and obstetric care for women from reproductive age through post-menopausal transition. Building upon the concepts of previous Women's Health Nurse Practitioner courses, emphasis is on complex gynecologic concerns. Topics include malignancies impacting the reproductive health system, pelvic pain disorders, and sexual health. In addition, this course focuses on the identification and management of pregnancy and postpartum complications including pregnancy loss. There will be a continued application of women's health theoretical concepts in the OB/GYN clinical setting.

NU 649 Women's Health Nurse Practitioner Practicum

This course is an immersion experience into women's health practice and the role of the Women's Health Nurse Practitioner. This final precepted practicum will prepare the student to assume the full scope of advanced nursing practice and demonstrate the entry-level core and population-focused Women's Health Nurse Practitioner competencies. Emphasis is on refining theoretical knowledge, evidence-based guidelines, and contemporary practice in the assessment and management of health and disease states of women from reproductive age through post-menopausal transition in a variety of healthcare settings and in collaboration with other health professionals.

 ADDENDUM, effective April 22, 2024. Herzing University has begun enrolling in the following Master of Science in Nursing in Women's Health Nurse Practitioner – Accelerated RN-MSN program.

Official Program Outline



MASTER OF SCIENCE IN NURSING IN WOMEN'S HEALTH NURSE PRACTITIONER – ACCELERATED RN-MSN (MSNWHNPA)

PROGRAM DESCRIPTION

This online graduate degree in nursing will provide students with the academic knowledge, skills, and expertise to apply for certification as a women's health nurse practitioner. Graduates will be prepared to have integrated praxis philosophy throughout multiple courses. The program consists of bridge, core, specialty, and clinical courses. This program is for licensed registered nurses (current, unrestricted license) with an Associate Nursing degree interested in advancing their careers to become a certified women's health nurse practitioner.

Prior to enrollment, individuals considering a Master of Science in Nursing program (nurse practitioner tracks) should check with their applicable state board of nursing before enrolling in any graduate nursing program for any specific state requirements and required clinical courses for eligibility to apply for licensure.

Students enrolled in this program are not eligible to receive a Bachelor of Science in Nursing.

CORE MSN PROGRAM OUTCOMES

Upon completion of their program, the student should be able to:

- Integrate scientific evidence from nursing and biopsychosocial disciplines, genetics, public health, quality improvement, and organizational sciences when designing and implementing outcome measures in diverse settings and through the lifespan.
- 2. Demonstrate leadership skills that emphasize ethical and critical decision-making, fiscal responsibility, inter-professional relationships that promote safe, quality care within a systems framework.
- 3. Apply methods, tools, performance measures, and evidence-based standards when evaluating quality indicators within an organizational system.
- 4. Synthesize theories, models and research findings inherent to nursing practice, education and management to guide an organization or healthcare system towards achieving successful outcomes.
- 5. Apply client/patient care technologies and informatics to coordinate and ensure safe quality care and promote effective

- communication among members of the inter-professional healthcare team.
- 6. Analyze ethical, legal and sociocultural factors to influence policy development and healthcare delivery systems that promote the health of individuals and populations.
- Articulate a leadership role within inter-professional teams through effective communication, collaboration, and
 consultation with other professionals to manage, coordinate care and provide safe, quality family-centered and
 population-based care.
- Incorporate organizational and culturally sensitive client and population centered concepts in the planning, delivery, management, and evaluation of direct and indirect evidence-based health promotion care and services to specified individuals, families and populations.
- 9. Implement scholarly activities in selected individuals, populations, and systems.

WOMEN'S HEALTH NURSE PRACTITIONER PROGRAM OUTCOMES

Students are expected to meet all the core MSN program outcomes as well as the Women's Health Nurse Practitioner program outcomes. Upon completion of their program, the student should be able to:

- 6. Demonstrate critical thinking and holistic caring as an advanced practice nurse.
- 7. Analyze scientific literature for application to selected diagnoses and treatment plans.
- Synthesize ethical principles into the management and evaluation of healthcare delivery concerns in culturally diverse care settings.
- 9. Articulate a personal philosophy and framework acknowledging professional and accrediting agency competencies relating to the role and scope of practice of the women's health nurse practitioner.
- 10. Implement the role of the women's health nurse practitioner in selected clinical settings.

THIRD PARTY TESTING

Assessment and remediation are critical components of nursing education. Students in the graduate nursing program may be required to take proctored third-party, standardized exams in an electronic format throughout the curriculum. These standardized tests are valid and reliable predictors of success on certification examinations and provide valuable feedback concerning student strengths and weaknesses. Student learning outcome data identifies content areas that require remediation, allowing faculty to personalize student support and intervention. Courses that utilize third-party exams will incorporate the points based upon student performance as specified in the course syllabus.

CLINICAL PROFICIENCY EXAM AND POLICY

Students in the graduate nursing program are subject to a clinical proficiency exam following successful completion of the following courses: Advanced Assessment, Advanced Pathophysiology and Advanced Pharmacology (3P's). This exam is a comprehensive assessment of all content covered in the three courses completed.

The Clinical Proficiency Exam is administered, utilizing a proctoring program, while completing either NU 611, NU 642, NU 671, or NU 664 depending on the student's program.

If the "benchmark" score on the first attempt is not attained a plan for remediation will be developed in collaboration with the faculty/program chair/success coach and a second attempt will be provided. If the student is below the" benchmark" score on the second attempt, the student cannot enroll in the next semester clinical courses. The student will be enrolled in any outstanding didactic courses as well as a Nursing Remediation course to provide remediation of the content. At the end of the remediation course, students will be provided a final attempt to demonstrate competency on the Clinical Proficiency exam.

If the student is unsuccessful on the final attempt to demonstrate competency, the student will be dismissed from the program and will not be eligible to re-enter into another practice program. A student who is dismissed may appeal to transfer into any other non-nursing program offered at Herzing University.

Students who are successful on the final retake exam will be rescheduled by Registrar Services in the next available clinical course.

PROGRAM CONTENT

A minimum of 70.00 semester credit hours is required for graduation.

REQUIRED BRIDGE COURSES

All courses, 16.00 semester credit hours, are required prior to completing graduate level coursework.

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
EN 304	English Composition II	EN 104, EN 111	3.00
MA 320	Statistics	MA 109	3.00
NSG 321	Advanced Leadership and Management	None	3.00
NSG 323	Community and Public Health Nursing	None	5.00
NU 480	Dimensions of Advanced Nursing Practice	None	2.00

REQUIRED CORE COURSES

All courses, 15.00 semester credit hours, are required.

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
NU 700	Knowledge for Nursing Practice	None	3.00
NU 710	Improvement Science	NU 760	3.00
NU 725	Technology and Nursing Informatics in Advanced Practice	NSG 633, NSG 660 or NU 700	3.00
NU 730	Systems-Based Practice	NSG 633, NSG 660 or NU 700, NU 710	3.00
NU 760	Scholarship for Nursing Practice	NU 700	3.00

REQUIRED DIRECT CARE COURSES

All courses, 9.00 semester credit hours, are required.

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
NU 610	Advanced Health Assessment	NU 500, NU 560 or NU 700	3.00
NU 621	Advanced Pathophysiology	NU 500, NU 560 or NU 700	3.00
NU 636	Advanced Pharmacology	NU 500, NU 560 or NU 700	3.00

REQUIRED SPECIALTY COURSES

All courses, 30.00 semester credit hours, are required.

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
NU 611	Clinical Decision-Making	(NU 560 or NU 760), NU 610, NU 621, NU 636	2.00
NU 640	Introduction to Women's Health Across the Lifespan	None/NU 610	4.00
NU 646	Primary Care for Women	NU 611	4.00
NU 647	Women's Health Nurse Practitioner I	NU 646	5.00
NU 648	Women's Health Nurse Practitioner II	NU 646 / NU 647	5.00
NU 649	Women's Health Nurse Practitioner Practicum	NU 648, Final semester	4.00
NU 726	Professionalism and Leadership for Advanced Practice	NU 700, NU 730	3.00
NU 780	Population Health	None	3.00

CLINICAL PROFICIENCY EXAM AND POLICY COURSES

The following courses are 0.00 semester credit hours associated with the policy outlined above. Students are required to take as co-requisite courses along with NU 611, NU 642, NU 664 or NU 671, depending on the program of study.

Course Number	Course Name	Semester Credit Hours
NSG 0600	Clinical Proficiency Course	0.00
NSG 0600R	Clinical Proficiency Remediation Course	0.00

COURSE DESCRIPTIONS FOR NEW COURSES

NU 640 Introduction to Women's Health Across the Lifespan

This introductory course focuses on integrating theoretical knowledge, evidence-based guidelines, and contemporary practice in

the assessment and management of health and disease states specific to women across the lifespan. Personal, family, cultural, community, and societal influences are analyzed for their impact on women's physical and emotional health. Health risk identification, health promotion, maintenance, and treatment alternatives are examined.

NU 646 Primary Care for Women

This clinical course introduces the foundations of women's healthcare, including topics such as health assessment, reproductive stages, and family planning. In addition, this course focuses on the assessment, diagnosis, and treatment of primary care concerns for women from reproductive age through post-menopausal transition. The primary care clinical component allows for the application of theoretical knowledge to the patient care setting.

NU 647 Women's Health Nurse Practitioner I

The focus of this clinical course is introducing common gynecologic problems and standard obstetric care to women from reproductive age through post-menopausal transition. The assessment and decision-making process will be applied in order to evaluate, diagnose, and treat common gynecologic concerns. In addition, there is a focus on standard obstetric care including components of prenatal care and assessment, normal physiologic changes in pregnancy, management of common discomforts in pregnancy, and routine postpartum care. Disparities in obstetric outcomes across populations will be explored. The clinical component of this course will be completed in an OB/GYN setting and will allow for application of these concepts to the clinical arena.

NU 648 Women's Health Nurse Practitioner II

This course focuses on the further development of theoretical knowledge, evidence-based guidelines, and contemporary practice in the assessment, diagnosis, prevention, and management of gynecologic and obstetric care for women from reproductive age through post-menopausal transition. Building upon the concepts of previous Women's Health Nurse Practitioner courses, emphasis is on complex gynecologic concerns. Topics include malignancies impacting the reproductive health system, pelvic pain disorders, and sexual health. In addition, this course focuses on the identification and management of pregnancy and postpartum complications including pregnancy loss. There will be a continued application of women's health theoretical concepts in the OB/GYN clinical setting.

NU 649 Women's Health Nurse Practitioner Practicum

This course is an immersion experience into women's health practice and the role of the Women's Health Nurse Practitioner. This final precepted practicum will prepare the student to assume the full scope of advanced nursing practice and demonstrate the entry-level core and population-focused Women's Health Nurse Practitioner competencies. Emphasis is on refining theoretical knowledge, evidence-based guidelines, and contemporary practice in the assessment and management of health and disease states of women from reproductive age through post-menopausal transition in a variety of healthcare settings and in collaboration with other health professionals.

- ADDENDUM, effective January 12, 2024. Herzing University Nashville has been approved to offer the following graduate programs.
 - Master of Business Administration
 - Master of Business Administration with a Concentration in Accounting and Finance
 - Master of Business Administration with a Concentration in Data Analytics
 - Master of Business Administration with a Concentration in Healthcare Management
 - Master of Business Administration with a Concentration in Human Resources
 - Master of Business Administration with a Concentration in Project Management
 - Master of Business Administration with a Concentration in Technology Management
 - Master of Business Administration Dual Concentration Option
 - Master of Science in Healthcare Administration
 - Post Master's Certificate in Accounting and Finance

- Post Master's Certificate in Data Analytics
- Post Master's Certificate in Healthcare Management
- Post Master's Certificate in Human Resources
- Post Master's Certificate in Project Management
- Post Master's Certificate in Technology Management
- ADDENDUM, effective January 16, 2024. Herzing University has begun enrolling in the following Post Master's Certificate in Public Health program.

Official Program Outline



POST MASTER'S CERTIFICATE IN PUBLIC HEALTH (PMCPH)

PROGRAM DESCRIPTION

This Post Master's Certificate in Public Health will provide students with the academic knowledge, skills, and expertise to work as a public health nurse. Graduates will be able to integrate health promotion and prevention to analyze, understand, and collaborate with community health partners to address population health issues. The program consists of specialty and clinical courses. This program is for licensed registered nurses (current, unrestricted license) with a Master of Science in Nursing degree interested in advancing their careers to become a public health nurse.

Prior to enrollment, individuals considering a Post Master's Certificate program should check with their applicable state board of nursing before enrolling in any graduate nursing program for any specific state requirements.

PUBLIC HEALTH PROGRAM OUTCOMES

Upon completion of their program, the student should be able to:

- 1. Develop health promotion and prevention strategies.
- 2. Describe the impact of cultural humility on client care in a public health role.
- 3. Analyze the impact of policy on the planning and delivery of care.
- 4. Coordinate population-based care in a public health role.
- 5. Integrate epidemiology into population-based practice.
- 6. Implement the role of the public health nurse in a variety of settings.

SPECIAL ADMISSIONS REQUIREMENTS

Please refer to the "Special Nursing Program Requirements for Admission" policy in the Admissions Information section of this catalog for nursing program admission requirements. Students enrolling in the PMCPH program must complete NU 610, NU 621, and NU 636 prior to acceptance. In most instances, these courses would be included in a Master of Science in Nursing program.

PROGRAM CONTENT

A minimum of 16.00 semester credit hours, in addition to 9 semester credit hours that may be transferred in (NU610, NU621, and NU636), are required for completion of the certificate.

REQUIRED SPECIALTY COURSES

16.00 semester credit hours are required NU 610, NU 621, and NU 636 will be required if not completed successfully with the

prior Master of Science in Nursing degree.)

			Semester
Course Number	Course Name	Prerequisites/Corequisites	Credit Hours
NU 525	Technology and Nursing Informatics in Advanced Practice		
Or	Or	None	3.00
NU 530	Organizational Systems and Behaviors		
NU 655	Foundations of Public Health Nursing	NU 500, NU 560	3.00
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NU 656	Public Health Nursing Advocacy and Policy	None/NU 655	3.00
NULCEZ	Dublic Health December and Education Clinical	Name (NULCEC	2.00
NU 657	Public Health Promotion and Education Clinical	None/NU 656	3.00
NU 658	Professional Practice in Public Health Nursing Clinical	NU 657	3.00
DD 600	Appellant Calculates	Name	4.00
PD 600	Applied Scholarship	None	1.00

COURSE DESCRIPTIONS FOR NEW COURSES

NU 655 Foundations of Public Health Nursing

This course introduces students to public health nursing roles and responsibilities. Students will explore historical influences in public health nursing practice and analyze public health impacts in a variety of settings. Students will review epidemiological methods of data analysis in conjunction with health promotion frameworks to develop health promotion activities. Students will explore population health promotion frameworks and identify strategies to develop a health promotion project proposal for a select population.

NU 656 Public Health Nursing Advocacy and Policy

This course introduces students to the unique advocacy role in public health nursing practice. Students will explore policy and regulatory activities that impact populations and identify strategies to include stakeholder preferences in health promotion planning. Students will identify the impact of policies on disparate health outcomes and evaluate interventions to improve population-based outcomes. Students will develop communication strategies to enforce public health regulatory activities that contribute to the health and safety of a select population.

NU 657 Public Health Promotion and Education Clinical

This course focuses on health disparities in various populations and regions, including globally. Students will explore environmental influences that impact populations and identify public health activities that mitigate population health risks. Students will explore community engagement strategies and demonstrate ethical public health nursing practice with a population of interest. Students will focus on demonstrating competency in public health nursing standards while designing a health promotion project. In addition, contemporary topics focused on the impact of environmental and global justice will be explored.

NU 658 Professional Practice in Public Health Nursing Clinical

This course focuses on integrating concepts learned in previous courses and applying them through a clinical experience working directly with a population of interest. Students will collaborate with diverse stakeholders to develop and present a health promotion project plan that reflects stakeholder needs. Students will evaluate the efficacy of the project plan and revise based upon stakeholder input. Students will complete a professional practice appraisal and identify strategies to achieve career goals in alignment with public health nursing practice standards.