Official Program Outline

HERZING® UNIVERSITY

MASTER OF SCIENCE IN NURSING WITH A CONCENTRATION IN NURSING LEADERSHIP AND ADMINISTRATION – ACCELERATED RN-MSN (MSNNLAA)

(Please see the *Graduate Program Offerings by Campus* chart in the catalog or on the Herzing Website at *www.herzing.edu/career-programs/downloads* for a list of Herzing campuses offering this program.)

PROGRAM DESCRIPTION

This online graduate degree in nursing will provide students with the academic knowledge, skills, and expertise to become nurse leaders in diverse healthcare and academic environments. Graduates will be eligible to apply for the American Nurses Credentialing Center (ANCC) Nurse Executive Certification Examination. Courses consist of bridge, core, specialty concentration, and direct care clinical and leadership courses. This program is for licensed registered nurses (current, unrestricted license) who are interested in advancing their careers and pursuing healthcare leadership and administrative positions.

Individuals considering the graduate program should be aware that state requirements for availability of required clinical courses may vary from state to state. Applicants should check with their applicable state board of nursing before enrolling in any graduate nursing program. Students enrolled in this program are not eligible to receive a Bachelor of Science in Nursing.

CORE MSN PROGRAM OUTCOMES

Upon completion of the 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, 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 interprofessional 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.
7. Articulate a leadership role within interprofessional 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.

NURSE LEADERSHIP AND ADMINISTRATION OBJECTIVES

Students are expected to meet all the objectives of the MSN core courses. In addition, students are expected to meet the following Nurse Leader Concentration objectives. Upon completion of their program, the student will be able to:

1. Demonstrate critical thinking and decision making when planning, implementing, and evaluating strategies to guide an organization or healthcare system toward successful outcomes.

2. Analyze the impact regulatory agencies exert on fiscal stability, human resources, total quality improvement, and attainment of positive outcomes within a selected healthcare system.
3. Apply ethical and legal principles when making decisions regarding healthcare delivery to diverse populations.
4. Create a plan for evaluating the ability of an organization to adapt to the changing healthcare landscape.
5. Implement the role of the nurse leader or nurse administrator in a selected healthcare setting.

POTENTIAL OCCUPATIONAL TITLES

Potential occupational titles for this program include, but are not limited to Nurse Leader, Nurse Executive, Nurse Administrator, Chief Nursing Officer, and Chief Nurse Executive

PROGRAM CONTENT

A minimum of 52.00 semester credit hours is required for graduation.

REQUIRED BRIDGE COURSES

16.00 semester credit hours required

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
EN 304	English Composition II	EN 111, EN 104 or equivalent	3.00
MA 320	Statistics	MA 109 or equivalent	3.00
NU 451	Nursing Leadership and~~&~~ Management	None	3.00
NU 480*	Dimensions of Advanced Nursing Practice	None	2.00
NU 474	Community Health Nursing	None	5.00

*NU 480 Course Description: Using the knowledge, skills, research, technology, and experience, learners will expand and explore advanced nursing practice as an educator, leader, and practitioner. This course will examine nursing theory, professional role competencies, and standards related to practice, education, and leadership.

REQUIRED CORE COURSES

18.00 semester credit hours required

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
HA 610	Health Policy and Management	NU 560 or BU 600	3.00
NU 500	Theoretical Foundations for Nursing	None	3.00
NU 525	Technology and Nursing Informatics in Advanced Practice	None	3.00
NU 530	Organizational Systems and Behaviors	None	3.00
NU 560	Research Methods and Evidence-Based Practice	MA 320 or equivalent	3.00
NU 621	Advanced Pathophysiology	NU 500, NU 560	3.00

REQUIRED COURSES IN NURSING LEADERSHIP CONCENTRATION

18.00 semester credit hours are required.

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
NU 510	Advanced Physical Assessment	None	3.00
NU 636	Advanced Pharmacology	NU 500, NU 560	3.00
NU 650	Healthcare Economics, Finance and Resource Management	NU 500, NU 510, NU 560, NU 621, NU 636	3.00

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
NU 651	Leading and Managing in Complex Organizations	NU 500, NU 560	3.00
NU 652	Dynamic Healthcare Leadership Practicum	NU 500, NU 510, NU 560, NU 621, NU 636	3.00
NU 653	Transformation of Care in Health Delivery Systems Practicum	NU 652	3.00

Course Number	Lecture	Clinical Practicum	Total Contact Hours	Credits
EN 304	45.00		45.00	3.00
MA 320	45.00		45.00	3.00
NU 451	45.00		45.00	3.00
NU 480	30.00		30.00	2.00
NU 474	60.00	45.00	105.00	5.00
HA 610	45.00		45.00	3.00
NU 500	45.00		45.00	3.00
NU 510	45.00		45.00	3.00
NU 525	45.00		45.00	3.00
NU 530	45.00		45.00	3.00
NU 560	45.00		45.00	3.00
NU 621	45.00		45.00	3.00
NU 636	45.00		45.00	3.00
NU 650	45.00		45.00	3.00
NU 651	30.00	45.00	75.00	3.00
NU 652	45.00		45.00	3.00
NU 653	15.00	90.00	105.00	3.00
Totals	**720.00**	**180.00**	**900.00**	**52.00**