HERZING® — UNIVERSITY —

MASTER OF SCIENCE IN NURSING IN NURSING LEADERSHIP AND ADMINISTRATION (MSNNLA)

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. 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 interested in advancing their careers and pursuing healthcare leadership and administrative positions.

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

CORE MSN PROGRAM OUTCOMES

Upon completion of their 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.

NURSING LEADERSHIP AND ADMINISTRATION PROGRAM OUTCOMES

Students are expected to meet all the objectives of the MSN core courses. In addition, students are expected to meet the following Nursing Leadership and Administration 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.

PROGRAM CONTENT

A minimum of 36.00 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
HA 610	Health Policy and Management	None	3.00
NU 700	Knowledge for Nursing Practice	None	3.00
NU 725	Technology and Nursing Informatics in Advanced Practice	None	3.00
NU 730	Systems-Based Practice	None	3.00
NU 760	Scholarship for Nursing Practice	None	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 700, NU 760	3.00
NU 621	Advanced Pathophysiology	NU 700, NU 760	3.00
NU 636	Advanced Pharmacology	NU 700, NU 760	3.00

REQUIRED SPECIALTY COURSES

All courses, 12.00 semester credit hours, are required.

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
NU 650	Healthcare Economics, Finance and Resource Management	NU 700, NU 760	3.00
NU 651	Leading and Managing in Complex Organizations	NU 700, NU 760	3.00
NU 652	Dynamic Healthcare Leadership Practicum	NU 610, NU 621, NU 636	3.00
NU 653	Transformation of Care in Health Delivery Systems Practicum	NU 650, NU 651, NU 652	3.00

Distribution of Contact Hours by Course				
Course Number	Lecture Hours	Clinical Hours	Total Contact Hours	Credits
HA 610	45.00		45.00	3.00
NU 610	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	45.00		45.00	3.00
NU 652	30.00	45.00	75.00	3.00
NU 653	15.00	90.00	105.00	3.00
NU 700	45.00		45.00	3.00
NU 725	45.00		45.00	3.00
NU 730	45.00		45.00	3.00
NU 760	45.00		45.00	3.00
Totals	**495.00**	**135.00**	**630.00**	**36.00**