LEADERSHIP IN NURSING SYSTEMS, MSN

Program Description
The core nursing courses consist of graduate-level study of the scientific knowledge that comprises the discipline and profession of nursing, and prepares the student for advanced nursing practice.

Role Specialization
The student selects role specialization in Leadership in Nursing Systems. A capstone course (identified below) is required for each specialization.

Program Requirements

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>NURS 5310</td>
<td>Science in Nursing</td>
<td>3</td>
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<tr>
<td>NURS 5314</td>
<td>Research Methods in Advanced Nursing Practice</td>
<td>3</td>
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<tr>
<td>NURS 5315</td>
<td>Health Policy and Cultural Diversity</td>
<td>3</td>
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<tr>
<td>NURS 5316</td>
<td>Introduction to Advanced Practice Role Development</td>
<td>3</td>
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<tr>
<td>NURS 5163</td>
<td>Project Management for Nurse Leaders (1)</td>
<td>1</td>
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<tr>
<td>NURS 5261</td>
<td>Human Capital Management (2)</td>
<td>2</td>
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<tr>
<td>NURS 5331</td>
<td>Nursing informatics</td>
<td>3</td>
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<tr>
<td>NURS 5360/HCAD 5325</td>
<td>Health Care Financial Management</td>
<td>3</td>
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<tr>
<td>NURS 5362</td>
<td>Leadership Theories in Nursing Practice</td>
<td>3</td>
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<tr>
<td>NURS 5364</td>
<td>Organizational Design and Behavior in Nursing Practice Environments</td>
<td>3</td>
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<tr>
<td>NURS 5365</td>
<td>Quality and Outcomes Management</td>
<td>3</td>
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<tr>
<td>NURS 5469</td>
<td>Patterns of Care Delivery (Capstone Course)</td>
<td>4</td>
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<tr>
<td>HCAD 5320</td>
<td>Health Economics and Policy</td>
<td>3</td>
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<tr>
<td>HCAD 5330</td>
<td>Health Law and Ethics</td>
<td>3</td>
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<tr>
<td>Total Hours</td>
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<td>40</td>
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* Online offering

Courses

NURS 5163 Project Management for Nurse Leaders (1)
1 Semester Credit Hour (1 Lecture Hour)
An overview of project management techniques and tools as they apply to health care operations, projects and programs. The basics of a sound action plan will be introduced and will include identifying tasks, relevant relationships, and resources. This course will be taken in conjunction with NURS 5469 Patterns of Care Delivery Course.
Prerequisite: NURS 5310, 5314, 5315, 5316, 5261, 5362, 5364, 5320, 5360, 5331, 5365 and HCAD 5330.

NURS 5261 Human Capital Management (2)
2 Semester Credit Hours (2 Lecture Hours)
Students will explore internal and external issues influencing organizational decisions and policies affecting human capital. Critical human capital functions will be addressed to provide a solid understanding of the many issues confronting the nurse leader.

NURS 5310 Science in Nursing
3 Semester Credit Hours (3 Lecture Hours)
Exploration of the historical development and rationale of nursing theory. Examination of selected theories and conceptual frameworks, and their relationship to nursing practice and research. Emphasis is on the utilization of theories and models in nursing as a basis for a practice that provides a caring, comprehensive, and holistic approach to health care within a transcultural society. This course is delivered through online technology.

NURS 5314 Research Methods in Advanced Nursing Practice
3 Semester Credit Hours (3 Lecture Hours)
Critical examination of research methods in order to advance and integrate evidence into nursing practice and improve patient population outcomes. Particular attention is given to research appraisal and application, and the ethical aspects of research translation. This course is delivered through online technology.

NURS 5315 Health Policy and Cultural Diversity
3 Semester Credit Hours (3 Lecture Hours)
Health policy and cultural diversity are studied to provide foundations for meeting the needs of communities and societies. Current and proposed policies that influence contemporary health delivery are analyzed. This course is delivered through online technology.

NURS 5316 Introduction to Advanced Practice Role Development
3 Semester Credit Hours (3 Lecture Hours)
The course focuses on the development of knowledge and skills necessary for advanced practice. This includes, but is not limited to, negotiation, collaboration, crisis intervention, peer review, leadership, ethics, accountability and basic finances in advanced practice. Parameters of practice within various health care systems are integrated. This course is delivered through online technology.

NURS 5322 Advanced Pharmacological Concepts
3 Semester Credit Hours (3 Lecture Hours)
Study of pharmacotherapeutics across the life span with emphasis on clinical decision-making. Laws governing Advanced Practice Registered Nurses’ prescriptive privileges are included when appropriate. Discussion is based on current literature, research findings and case studies. This course is delivered through online technology.
Prerequisite: NURS 5326 or 5325.

NURS 5323 Finance for the Nurse Practitioner
3 Semester Credit Hours (3 Lecture Hours)
Study of fiscal aspects of private practice, when to seek the services of a lawyer, analysis of and monitoring the cost-effectiveness of clinical decisions, the design of payment systems, fiscal management, and developing collaborative and interdependent relationships. This course is delivered through online technology.
Prerequisite: NURS 5310 and 5314.
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Prerequisites</th>
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</thead>
<tbody>
<tr>
<td>NURS 5324</td>
<td>Health Assessment for Advanced Practice</td>
<td>3</td>
<td>NURS 5310 and 5314.</td>
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<td></td>
<td>Study and practice of complex skills for comprehensive health assessment and focus on the differentiation and interpretation of normal and abnormal findings. Selected laboratory techniques are included. Oral and written communication of findings in a collaborative relationship with other health care providers is emphasized. Variables related to rural and multicultural populations are incorporated into the total assessment. Opportunities are provided to develop skills necessary for the identification of health problems, while considering variables associated with multicultural populations across the lifespan. The lecture component of this course is delivered through online technology. Laboratory hours must be completed in appropriate settings approved by clinical faculty.</td>
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<td>NURS 5326</td>
<td>Advanced Physiology with Pathophysiological Applications</td>
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<td>NURS 5310 and 5314.</td>
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<td>Study of normal physiologic and pathologic mechanisms of disease across the lifespan that serve as the foundation for clinical assessment, decision making and client health management in advanced practice nursing. This course is developed through online technology.</td>
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<tr>
<td>NURS 5331</td>
<td>Nursing informatics</td>
<td>3</td>
<td>NURS 5310 and 5314.</td>
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<td>An introduction to the application of computers in nursing. Focuses on concepts and terminology related to computer technology, information management and their use in nursing leadership, nursing education, nursing practice, and nursing research. Designed for graduate students. This course is delivered through online technology.</td>
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<td>NURS 5341</td>
<td>Wellness and Health Promotion</td>
<td>3</td>
<td>NURS 5310 and 5314.</td>
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<td>A study of the complex integration of knowledge, research, and theory essential to developing clinical competence in the teaching-coaching function of the Advanced Practice Nurses. Selected models of health promotion, risk factors and early disease detection are explored. The course emphasizes the importance of situational, cultural, developmental, and individual perspectives in implementing disease prevention/health promotion activities. This course is delivered through online technology.</td>
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<tr>
<td>NURS 5351</td>
<td>Advanced Pharmacological Concepts for Nursing Educators</td>
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<td>NURS 5310 and 5314.</td>
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<td></td>
<td>Study of advanced pharmacotherapeutics across the life span for the nurse educator. Discussions are based upon current literature, research findings, and case studies. This course is delivered through online technology.</td>
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<td>NURS 5352</td>
<td>Nursing Curriculum Planning, Development, and Evaluation</td>
<td>3</td>
<td>NURS 5310 and 5314.</td>
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<td>This course explores theories and models that are applicable to nursing curriculum development. Guidelines for curriculum development, implementation and evaluation are examined. The significance of program outcomes are assessed for application to manage and refine nursing curriculum. This course is delivered through online technology.</td>
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<tr>
<td>NURS 5353</td>
<td>Theory and Concepts for the Nurse Educator</td>
<td>3</td>
<td>NURS 5310 and 5314.</td>
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<td>Focuses on the scientific and theoretical foundations of nursing education; stimulates reflections on the character and aims of the nurse educator; examines the distinctive characteristics and roles of the educator in the diffusion and extension of knowledge through teaching and the advancement of knowledge through research and scholarship. Theories related to teaching and learning are explored. The concepts of role, change, curriculum, instruction and evaluation are introduced. This course is delivered through online technology.</td>
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<td>NURS 5354</td>
<td>Assessment, Measurement, and Evaluation in Nursing</td>
<td>3</td>
<td>NURS 5310 and 5314.</td>
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<td>Provides students with an overview of assessment, measurement, and evaluation strategies in the classroom and clinical areas. Students develop evaluation skills emphasizing unit, course and program outcomes. The process of evaluation within the teaching role is framed as a continuous quality improvement educational practice.</td>
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<td>NURS 5355</td>
<td>Instructional Teaching Strategies</td>
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<td>NURS 5310 and 5314.</td>
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<td>Focuses on teaching and learning for nurse educators in the classroom, clinical, and laboratory settings. Emphasis is placed on instructional theory, best teaching practices, and research-based instructional strategies that support a diverse, student-centered learning environment. Instructional strategies will be applied in relation to the fit with teaching content and course design/delivery. Instructional strategies will be assessed for their effectiveness to evaluate student learning and program outcomes. This course is delivered through technology.</td>
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<td>NURS 5360</td>
<td>Health Care Financial Management</td>
<td>3</td>
<td>NURS 5310 and 5314.</td>
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<td>Overview of concepts, principles and uses of basic accounting and budgeting information for the health care manager. Focuses on providing the nurse administrator with a basis for understanding the fiscal status of a health care organization; Includes 45 hours of laboratory time to strengthen financial skills including ROI, budget development, FTEs and financial statement analysis. This course is cross-listed with HCAD 5325. This course is delivered through online technology.</td>
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<tr>
<td>NURS 5362</td>
<td>Leadership Theories in Nursing Practice</td>
<td>3</td>
<td>NURS 5310 and 5314.</td>
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<td>Examines the relationship of leadership and management theory and processes to nursing practice in both urban and rural health care settings. The independent and interdependent functions of the nurse leader at various levels of decision making are identified and analyzed. Concepts basic to organizational functioning and role relationships within a transcultural framework are considered. A clinical laboratory experience provides students opportunities to analyze the effectiveness of leadership behaviors. The lecture component of this course is delivered through online technology. Laboratory hours must be completed in appropriate settings approved by clinical faculty.</td>
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Leadership in Nursing Systems, MSN

Provides a comprehensive overview of leadership behaviors. The lecture component of this course is delivered through online technology. Laboratory hours must be completed in appropriate settings approved by clinical faculty.
NURS 5364 Organizational Design and Behavior in Nursing Practice Environments
3 Semester Credit Hours (3 Lecture Hours)
Focuses on the application and utilization of the theories, concepts and principles of organizational design and behavior in nursing leadership. Includes major theoretical viewpoints from organizational dynamics and processes, and their employment in nursing leadership environments. This course is delivered through online technology.
Prerequisite: NURS 5310 and 5314.

NURS 5365 Quality and Outcomes Management
3 Semester Credit Hours (3 Lecture Hours)
Examines conceptual models of quality and their application to the management and evaluation of quality of care across health care settings. The role of outcomes measurement as a major indicator of quality of care is emphasized. This course is delivered through online technology.
Prerequisite: NURS 5310 and 5314.

NURS 5390 Topics in Advanced Nursing Practice
1-3 Semester Credit Hours (1-3 Lecture Hours)
In-depth study of various leadership and clinical nursing practice areas. May be repeated when topics vary. Offered on sufficient demand.

NURS 5391 Seminar in Nursing
1-3 Semester Credit Hours (1-3 Lecture Hours)
In-depth study and discussion of various topics relevant to nursing. May be repeated when topics vary. Offered on sufficient demand.

NURS 5396 Directed Independent Study
1-6 Semester Credit Hours
Area of study interest.

NURS 5398 Graduate Research or Project
1-3 Semester Credit Hours (3 Lecture Hours)
Proposal development, project implementation or independent research under the direction of major professor. Students who have completed all requirements toward the Master of Science in Nursing degree except the thesis must enroll in this course each semester of the regular academic year under the direction of major professor. May be repeated a maximum of four times.

NURS 5399 Thesis
3 Semester Credit Hours
Independent research under the direction of a faculty member. Credit will not be recorded until thesis is accepted by the thesis committee.

NURS 5459 Education Practicum for the Nurse Educator
4 Semester Credit Hours (1 Lecture Hour, 9 Lab Hours)
Apply the roles of the nurse educator by using the nurse educator competencies as a framework for the practicum experience. Students will select an area of teaching either as an academic educator or as a clinical educator and work with a preceptor. This course requires the synthesis of theoretical knowledge from foundational courses to the design, implementation, and evaluation of a capstone project. Students will evaluate the responsibilities of the educator role in relation to meeting the goals of the practicum institution. This course requires 135 hours in a practicum setting. Students must achieve a B or above to earn credit for this course. The lecture component of this course is delivered through online technology. Laboratory hours must be completed in appropriate settings approved by clinical faculty. Capstone Course

NURS 5469 Patterns of Care Delivery
4 Semester Credit Hours (4 Lecture Hours)
Appraisal of various patterns of care delivery that develop in response to the evolving and increasingly complex resources in the health care delivery system. Students will complete a project evaluating the management and delivery of the continuum of care in one or more health care organizations. Students must earn a B or better grade to earn credit for this course. The lecture component of this course is delivered through online technology. Laboratory hours must be completed in appropriate settings approved by clinical faculty. Capstone Course.

NURS 5624 Advanced Health Assessment and Differential Diagnosis
6 Semester Credit Hours (4 Lecture Hours, 4 Lab Hours)
Study and practice of complex skills for comprehensive health assessment with focus on differentiation and interpretation of normal and abnormal findings across the lifespan. Focus extends to developing a comprehensive database to establish a list of differential diagnoses. Includes radiology, EKGs and common office tests performed in primary practice. Oral and written communication of findings in a collaborative relationship with other healthcare providers is emphasized. Variables related to rural and multicultural populations are incorporated into the total assessment. Students increase knowledge of anatomy, physiology, and communication skills. The clinical component of the course provides opportunity to interpret as well as practice complex assessment techniques. Students perform basic office tests and interpret other laboratory and diagnostic data as part of the assessment process. The lecture component of this course is delivered through online technology. Laboratory hours must be completed in appropriate settings approved by clinical faculty.

NURS 5644 Management of Acute and Chronic Illness I
6 Semester Credit Hours (6 Lecture Hours)
Study of clinical management of commonly occurring acute and chronic conditions in primary health care settings across the lifespan. Content includes study of symptom complexes, pathophysiology, epidemiology, clinical management, and prevention of complications. Emphasis is on symptom analysis, diagnostic reasoning, differential diagnosis, and prescription of therapeutic regimens. Attention is given to research-based pharmacological and non-pharmacological treatments, and integration of nursing, developmental, family and transcultural theories to the diagnostic and management process. The clinical practice provides the opportunity for the student to perform comprehensive and episodic assessments, practice advanced skills in health assessment, diagnose commonly occurring illnesses, and suggest treatments under supervision in urban/rural communities. The lecture component of this course is delivered through online technology. Laboratory hours must be completed in appropriate settings approved by clinical faculty.

NURS 5645 Management of Acute and Chronic Illness II
6 Semester Credit Hours (6 Lecture Hours)
Continued study of the clinical management of commonly occurring acute and chronic conditions in primary health care settings across the lifespan. Emphasis is on symptom analysis, diagnostic reasoning, differential diagnosis, and prescription of therapeutic regimens. The clinical practice provides the opportunity for the students to perform comprehensive and episodic assessments, practice advanced skills in health assessment, diagnose commonly occurring illness, and suggest treatments under supervision. The lecture component of this course is delivered through online technology. Laboratory hours must be completed in appropriate settings approved by clinical faculty.

Prerequisite: NURS 5644.
NURS 5746 Integrated Clinical Practice: FNP
7 Semester Credit Hours (7 Lecture Hours)
Continued study of assessment and clinical management of selected health problems frequently seen in primary health care. The clinical portion provides for the development of clinical competence as the student integrates previously acquired knowledge into the enactment of the multiple roles for the nurse practitioner, and allows for a greater degree of interdependent practice based on the student’s abilities and progress. Student may work with a preceptor in multicultural and rural communities. Students must earn a B or better grade to earn credit for this course. The lecture component of this course is delivered through online technology. Laboratory hours must be completed in appropriate settings approved by clinical faculty. Capstone Course. 
Prerequisite: NURS 5645. 

NURS 6300 Health Policy and Economics for the DNP
3 Semester Credit Hours (3 Lecture Hours)
NURS 6300 DNP Leadership in Health Policy (3). Focus is on the use of political efficacy and competence to improve health outcomes and improve the quality of the health care delivery system. The interrelationships between policy, political trends, health care quality outcomes, access to care, and economics will be examined.
Prerequisite: NURS 6307.

NURS 6301 Epidemiology and Statistics for Evidence-Based Practice
3 Semester Credit Hours (3 Lecture Hours)
Principles of epidemiology and biostatistics applied to the management of population health.

NURS 6302 Genomics in Health Care
3 Semester Credit Hours (3 Lecture Hours)
Focus is on the relationship between genes, environment, and health. Emphasis will be placed on concepts of prevention and treatment effectiveness within cultural care contexts. Ethical and legal considerations will also be addressed.

NURS 6303 System Behavior and Impact on Health Care
3 Semester Credit Hours (3 Lecture Hours)
Principles and application of organizational behavior that promotes quality care delivery in diverse healthcare settings. The microsystems framework for quality management will be applied to quality management in selected healthcare settings. May require field-based activities.

NURS 6304 Application of Evidence in Practice I
3 Semester Credit Hours (3 Lecture Hours)
Exploration of issues related to evidence-based practice in select clinical settings under the direction of faculty. Synthesizes key research related to clinical topics as part of systematic review of evidence. Requires field-based activities.
Prerequisite: NURS 6300, 6200, 6221, 6301 and 6302.

NURS 6305 Principles of Nursing Education for Teaching and Patient Care
3 Semester Credit Hours (3 Lecture Hours)
An overview of theoretical principles & guidelines used in the design & evaluation of educational programs. Focus is on adult education philosophies and learning theories and their impact on nursing education in multiple settings. &nbsp;Curriculum development at the institutional, course, and individual class levels including both academic and clinical settings will be examined.

NURS 6306 Informatics and Technology for Advanced Practice
3 Semester Credit Hours (3 Lecture Hours)
The examination of the use and mobilization of information and technology across organizations for insuring continuity of quality care. May require field-based activities.

NURS 6307 Application of Evidence in Practice II
3 Semester Credit Hours (3 Lecture Hours)
Integration of practice, theory, and research to expand clinical expertise in the management of clinical or system problems. Includes the examination of care delivery structures and processes that contribute to specific clinical problems. Clinical practice experiences available with this course. 
Prerequisite: (NURS 6304).

NURS 6308 DNP Project Proposal
3 Semester Credit Hours (3 Lecture Hours)
Development of DNP project proposal. Requires presentation to DNP faculty for approval at the end of the course.

NURS 6310 DNP Practicum (3)
3 Semester Credit Hours (3 Lecture Hours)
Expanded development of expertise in the management of health problems in selected populations through clinical practice experiences. 
Prerequisite: (NURS 6321).

NURS 6311 DNP Project Report
3 Semester Credit Hours (3 Lecture Hours)
Demonstration of advanced role competencies through the design and the implementation of a project with potential to have a positive impact on patient or system outcomes. 
Prerequisite: (NURS 6307).

NURS 6321 Application of Advanced Principles for Clinical Nursing Practice
3 Semester Credit Hours (3 Lecture Hours)
Emphasis will be on synthesis of past clinical practice, with advanced understanding of theory, evidence based practice, policy issues, and principles of quality assurance and safety to continue the development of the doctoral student as an expert reflective practitioner. Individualized clinical focus will be on designated populations. 
Prerequisite: NURS 6320.

NURS 6331 Advanced Principles for Executive Practice
3 Semester Credit Hours (3 Lecture Hours)
Application of financial and human resource management principles in designing solutions to complex healthcare delivery problems emerging from current healthcare reimbursement and performance requirements. Clinical experiences are required for this course.

NURS 6393 Inferential Statistics for Nursing Practice
3 Semester Credit Hours (3 Lecture Hours)
In depth study of various leadership and clinical nursing practice areas. Students will study techniques in evidence based research and apply aspects of research methods including quality improvement methodologies and statistical techniques.

NURS 6395 DNP Project Seminar
1-3 Semester Credit Hours
Deliverables related to the DNP project. Open only to DNP students in the CONHS with consent of the DNP Chair. Does not count as credit toward regular graded coursework for DNP degree. Grade assigned will be "credit" (CR) or "no credit" (NC).