

### **Master of Science in Nursing**

The master's degree is considered the entry level requirement for nurse educators and nursing management. The [Maryland Nurse Practice Act](#) requires the Master of Science in Nursing to teach nursing courses in college. The lack of master's prepared nurses has been identified as the chief reason for lack of expansion of nursing programs. The master's degree is also required for admission into doctoral programs.

This innovative 43 credit graduate program is offered as weekend program designed specifically for adult learners with full-time jobs. It will entail two courses on Saturday 9-430. There will be 4 – 10 week sessions a year with 3-4 week breaks between each term. This program can be completed within 7-8 terms.

### **Catalog Description**

#### **Master of Science in Nursing**

The Nursing Leadership and Management concentration prepares nurses for leadership positions in mid-level and upper-level management throughout the healthcare industry. Management and leadership skills are paramount in correcting nursing problems affecting the healthcare industry. The program emphasizes knowledge in management and leadership skills necessary to promote innovation and change, facilitate implementation of new technology and introduce new interventions to promote safe effective patient care. Courses supporting leadership skills include content in economics and finance, health policy, health economics and program planning and evaluation.

An optional concentration is offered in Nursing Education. Graduates will be prepared to work as patient care managers in multiple healthcare settings. Graduates with a concentration in nursing education will also be prepared to teach in schools of nursing, hospital staff development departments, community health staff development departments, or teach patients in any type of patient care area. While doctoral-prepared faculties are preferred in universities, the current nurse faculty shortage allows a MSN recipient to teach in an undergraduate program. The program is designed to meet the Commission on Colleges of Nursing Education's (CCNE) Essentials of Master's Degree Nursing Standards.

#### **Objectives for Master of Science in Nursing**

The objectives of the program are to prepare nurses at an advanced practice level who demonstrate professional leadership and foster a research climate in the practice of nursing. Graduates of Morgan State MSN program will be prepared to:

1. Demonstrate an understanding of the legislative and socio-political issues that influence decision-making and develop strategies to influence health outcomes and health policies;
2. Participate and provide leadership on intra- and interdisciplinary teams;
3. Apply legal/ethical principles to promote a values-based professional practice;
4. Affect healthcare outcomes through advanced practice roles of clinician, teacher, manager, researcher, and consultant;
5. Utilize theories from nursing and other disciplines for clinical decision-making;
6. Advocate for access to quality healthcare for diverse populations;
7. Collaborate with other disciplines to design, deliver, and evaluate health promotion/ disease prevention programs for diverse populations.

<b>MSN Curriculum Component</b>	<b>HEGIS</b>	<b>Course Number</b>	<b>Course</b>	<b>Total</b>
Foundation Courses	PUBH	500	Epidemiology	3
	PUBH	501	Biostatistics I	3
	NURS	601	Context of Healthcare : Challenges for Nursing	3
	NURS	604	Organizational Behavior in Nursing	3
	NURS	606	Healthcare Law and Risk Management	3
	NURS	607	Advanced Pathophysiology and Pharmacological Concepts	3
	NURS	612	Healthcare Information Management	3
<b>Foundation Sum</b>				<b>21</b>
MSN Major	NURS	602	Advancing Nursing Health Policy	3
	NURS	609	Health Industry Planning and Program Evaluation	3
	NURS	610	Leadership for Nurse Managers- Capstone	3
<b>MSN Major Sum</b>				<b>9</b>
MSN Management Concentration	NURS	603	Principles of Management in Nursing Administration	3
	NURS	605	Practicum: Administration Theory Applied to Nursing Practice	2
	NURS	608	Health Economics and Nursing: Critical Professional Issues	3
	NURS	611	Practicum: Nursing Care Units Budget Preparation	2
	NURS	617	Financial Management for Nurse Managers and Executives	3
<b>MSN Management Concentration Sum</b>				<b>13</b>
Education Concentration	NURS	613	Philosophy of Nursing Education	4
	NURS	614	Curriculum Design and Assessment of Nursing Education	3
	NURS	615	Strategies for Teaching Nursing	3
	NURS	616	Practicum in Nursing Education	3
<b>Education Concentration Sum</b>				<b>13</b>

### MSN Degree Requirements

Foundation Courses	21
MSN Major Courses	9
Management Concentration	13

or

Education Concentration	13
<b>Total credits</b>	<b>43</b>

### **Graduate Nursing Program Course Descriptions:**

#### **NURS 601 Context of Healthcare: Challenges for Nursing 3**

This course provides an overview of the national health care systems, using a systems framework and a problem-solving perspective. The structure, organization, and process of health care are introduced. Challenges presented to delivery of nursing care within changing systems are emphasized.

#### **NURS 602 Advancing Nurse Health Policy 3**

This course provides an introduction to legislative, legal, ethical, economic, and political issues related to health policy that affect advanced nursing practice. Discussion will include an analysis of political viewpoints, changed agents and leadership that affect current state and national legislation. The effect of national economics on healthcare delivery systems will be addressed. The advanced nursing role will be discussed with attention to the importance of collaboration, resource procurement, and conflict resolution of health policy.

**NURS 603 Principles of Management in Nursing Administration 3**

This course introduces the theory and principles of management in nursing administration. It provides a comprehensive exploration of leadership theories and principles, as well as innovative leadership techniques. Content includes systems thinking, values and ethics, human resource utilization, legal issues, decision-making, organizational culture and climate, communication skills, succession planning, theories of change and change leadership, creation of learning communities, professional accountability, and leadership within professional nursing organizations. The course also emphasizes relationship building and team building. Team building content includes effective communication with groups and teams, conflict management and resolution, group process and techniques for effectively leading meetings, the application of adult learning principles, characteristics of effective teams, roles and scope of practice of various healthcare professionals, and the creation of a professional practice culture.

**NURS 604 Organizational Design and Behavior in Nursing Administration 3**

This course will focus on how nursing managers interact with organizations to accomplish complex tasks by examining how strategy, structure and systems interact with behavioral variables. This course introduces organizational concepts, theories, perspectives, and research relevant to nursing administration and patient care delivery systems. Emphasis is on organizational processes applicable to quality work environments. Contemporary models of health care delivery, organizational communication, motivation and critical thinking to achieve optimal quality care in a cost effective manner are discussed from a nursing perspective.

**NURS 605 Practicum: Administration Theory Applied to Nursing Practice 3**

This practicum focuses on the development of management skills assumed by professional nurses, including delegation of responsibilities, networking, facilitation of groups, conflict resolution, leadership, case management, and collaboration. Concepts addressed include organizational structure, change, managing quality and performance, workplace diversity, budgeting and resource allocation, and delivery systems. Students will spend a minimum of 120 hours in a clinical setting with a master's prepared level preceptor functioning at an administrative level.

**NURS 606 Health Care Law and Risk Management 3**

This seminar course provides an introduction to health care standards and regulations, and laws affecting health care providers and an understanding of negligence, liability, and malpractice for the nurse professional. Methods for identifying and controlling risk exposure in order to reduce errors and increase patient safety are discussed. Elements of model systems linking risk management, quality improvement and compliance are presented.

**NURS 607 Advanced Pathophysiological & Pharmacological Concepts for Nursing Practice 3**

This course focuses on the pathophysiological disruption to system functioning and on the use of therapeutic drugs in the health care setting. This course will provide an understanding of the therapeutic experiment and the role of the nurse in managing drug therapy and treatment modalities.

**NURS 608 Health Economics and Nursing: Critical Professional Issues 3**

This seminar course presents an overview of economic issues relevant to nursing and health care and their implications for nursing practice. Topics covered include basic economic concepts such as supply, demand, and

pricing mechanisms; nursing labor market demand, supply, and salary determination; strengthening the economic base for clinical and advanced practice nursing roles; changing health care reimbursement systems; managed care; techniques for cost-benefit analysis; global competition; health promotion and wellness; impact of information technology on health care; and nursing's contribution to national health goals.

**NURS 609 Health Industry Planning and Program Evaluation 3**

This course provides the framework, rationale, and basic concepts essential to conducting needs assessments in health care settings to guide program development, implementation and process and outcomes evaluation. The student will develop skills in identification of data sources, collection of primary data, quantitative, qualitative and mixed methods approaches. Teams of students will conduct a needs assessment and will critique evaluation designs.

**NURS 610 Leadership and Ethical Decision-making for Nurse Executive - Capstone 3**

This capstone course provides the student with the opportunity to synthesize previous learning in the implementation and evaluation of a system level change designed to immediately improve healthcare outcomes. Each student will conduct a change project based on principles of science and evidence-based practice, healthcare quality, and systems leadership. The student will present the results of the change project to his/her capstone project committee for their review and approval of the cumulative scholarly work. It is expected that this project will demonstrate the measurement and evaluation of outcomes resulting from the organizational change. The seminar discussions will focus on the sophisticated leadership skills required of the nurse executive, including the highest level of analytic thinking and problem-solving skill. Prerequisites: Successful completion of all credits prior to this capstone course and approval of the student's committee to implement the individually designed change project.

**NURS 611 Practicum: Nursing Care Units Budget Preparation 3**

This 120 hour practicum provides the student with experience with the elements of budget development including 1) pre-budget, 2) budget preparation and 3) monitoring variance. Students select a clinical site and mentor to provide clinical experience with budget preparation and monitoring.

**NURS 612 Healthcare Information Management 3**

This course provides the student with an opportunity to examine the value of healthcare information management using computer technology. Units of content will explore methods for choosing information and technology systems to support the following aspects of healthcare leadership: information literacy for evidence-based practice, quality improvement and outcomes evaluation, management tasks, educational processes, clinical information systems, clinical decision support systems, electronic medical records, clinical pathways, clinical protocols and guidelines, personal digital assistants, and classification systems for documentation. Standards and principles for selecting and evaluating information systems will be discussed, along with ethical and legal issues. The student will gain practice in extracting data from information systems and data dashboards in order to make decisions, and will participate in institutional evaluation of existing information management systems in his/her own work setting.

**NURS 613 Philosophy of Nursing Education 3**

This course focuses on the historical development and current organization and governance of nursing programs in institutions of higher education. Foundations and applications of education and evaluation strategies for teaching and learning in academic, clinical, research, and organizational settings are explored. The roles of both the educator and student will provide the framework for analyzing pedagogical philosophies, theories, ethical/legal issues, and research related to select aspects of nursing education. The focus is on best practices and research-based strategies to promote various learning styles and create an active learning environment that increases student retention and learning success for diverse student populations. Attention will be given to the relationship between the setting, methodologies of clinical teaching and the assessment of competencies.

**NURS 614 Curriculum Design and Assessment in Nursing Education 3**

This course explores philosophies of nursing curriculum, and guidelines for curriculum development, implementation, and evaluation necessary for a learner-centered environment. Needs of adult learners and multi-cultural students will be included. Expectations of nursing education for accreditation agencies are presented. As part of the course, students will also develop a comprehensive curriculum for a model nursing program. Methods of educational measurement and evaluation including test construction; strategies for administering tests; test item analysis; social, ethical and legal issues of evaluation; and standardized testing issues are presented. Both the NCLEX and the HESI examination series and their role in nursing education will be analyzed.

**NURS 615 Strategies for Teaching Nursing 3**

This course introduces the identification and application of teaching strategies for use in a variety of classroom instructional settings in nursing. Social and scientific forces and national/local community values affecting curriculum development and classroom instruction are emphasized. Scholarly evidence from a variety of sources is used to develop educational processes, products, and evaluation strategies. The emerging role of technology and computer-assisted learning will be addressed. Practical applications/experiences in classroom settings are also included. Students acquire knowledge to support professional development and employ research skills as educators in diverse teaching environments with diverse learners.

**NURS 616 Practicum in Nursing Education 4**

This is a practicum experience in the role of a nurse faculty. The learner will establish and maintain a relationship with an identified experienced faculty member who will serve in the role of preceptor. A minimum of 120 hours will be spent in lectures or clinical supervision.

**NURS 617 Financial Management for Nurse Managers and Executives 3**

This course introduces issues that affect financial management with today's aggressive health care reform. The fundamental theories and relationships guiding financial decision making as they apply to the management of health care organizations are introduced. The focus is on the key managerial issues related to maintaining and expanding health care organizations' assets. Financial management functions, third-party reimbursement, determination of costs and charges, analysis of financial positions, working capital management, budgeting, and capital expenditure analysis are discussed using case studies. Concepts related to budget analysis; FTE allocation; and justification of new programs, roles, and departments within a variety of health care settings are also addressed.

### **Admission Criteria for the Masters of Science in Nursing**

For unconditional admission, applicants must have an active RN license, have earned either a bachelor's or master's degree from an accredited college or university with a minimum grade point average (GPA) of 3.0 or above on previous course work. Students with a undergraduate GPA between a 2.5 and 2.9 may be considered for conditional admission. Admission will be granted for either fall or spring semester and is based on the following requirements:

- Interview with a member of the Nursing Program Admissions Committee.
- Documentation of previous academic achievement, professional accomplishments and earned degrees.
  - Three (3) letters of recommendation from practicing health and/or other professionals and academicians.
  - A current curriculum vitae
  - A one page essay describing the applicants' academic and professional plans and the reasons for selecting Morgan State University.
  - An application for Admission
  - Official copies of transcripts from all graduate and undergraduate institutions attended