



Program of Study: Master of Science-Nursing: Nursing Leadership in Health Care Systems

Program Description

The Master of Science in Nursing: Nursing Leadership in Health Care Systems concentration prepares the advanced professional nurse for distinction in a leadership role for today's rapidly changing health care delivery systems. It is designed to apply both cognitive and behavioral skill sets necessary to be an effective leader in the health environment.

Nursing Graduate Core:

NUR 501	Advanced Nursing Issues and Roles	This course examines the expanded practice of the Advanced Professional Nurse. The focus of the course is scope of practice, role behavior, and depth and breadth of knowledge in selected areas of advanced practice (FNP and CNS) and nurses in role specialties such as nursing education and nursing leadership. Course content includes an exploration of critical questions and current issues related to the various defined Advanced Professional Nursing roles and examination of the related role issues with an emphasis on caring, diversity, and spiritual aspects in nursing care delivery.	3
NUR 503	Healthcare Policy and Finance Issues	This course integrates the process of health care policy development with a critical focus on the organizational and financial aspects of health care delivery systems including managed care systems, Medicare and Medicaid issues, and continuous quality improvement (CQI).	3
NUR 505	Advanced Nursing Theory	This course focuses on the critical evaluation and utilization of the theoretical foundations of nursing as well as pertinent theoretical concepts from related fields of study such as the social and biological sciences, educational, organizational, and leadership theory.	3
NUR 507	Health Care Research Analysis and Utilization	This course focuses on the critical analysis of health care and nursing research with a focus on the utilization of evidence-based research as foundation of client care and development of client services. Advanced research methods as applied toward complex clinical and organizational problems will be integrated.	3
NUR 698	Evidence-based Practice Project	This course provides an opportunity to prepare an evidence-based practice (EBP) project proposal that addresses a problem, issue, or concern in professional practice. Students will identify a problem focus, propose a research-based solution, search for evidence using the evidence-based databases that support their solutions, and develop implementation, evaluation, and dissemination plans. Students will focus on developing an EBP project that is appropriate for their educational track: nursing leadership, adult clinical nurse specialist, nursing education, or family nurse practitioner.	3

Total Nursing Graduate Core Credits: 15

Nursing Leadership in Health Care Systems Core:

MLE 601	Introduction to Organizational Leadership	This course is designed to be an introduction to the cross-functional complexities inherent in organizational life. Students will develop an advanced skill-set enabling effective leadership of each of the major organizational functions (namely marketing, finance, human resource management, information systems, and operations management). Students will understand the difference between transformational and transactional leadership and how both are critical to effective leadership, with the primary emphasis in this class being placed on transactional leadership.	3
MGT 625	Leadership Styles and Development	This course explores the nature of business leadership models and theories, examining these models through a broad variety of insights and viewpoints and analyzes these approaches to leadership, giving special attention to how the models can improve leadership real-world organizations.	3
BUS 604	Organizational Ethics	This course explores the role of ethics in the organization. An emphasis is placed upon discussing how ethics affects policy formation, developing awareness of ethical situations, and forming a personal value system to guide ethical decision-making and professional conduct in business and society.	3
MLE 605	Leading High Performance Teams	This course is an experiential introduction to models of team dynamics and group process. Issues discussed will include such topics as meeting management, team building, assessment, roles and responsibilities of the team leader, characteristics of successful teams, strategies for designing and supporting teams in the workplace. Students will also be instructed in methods used to motivate others in helping an organization succeed.	3
MGT 626	Organizational Systems and Cultures	Students explore organizational systems and cultures as complex and powerful phenomena that profoundly influence the behavior of both individual employees and organizations as a whole. The course of study includes the diagnosis of organizational systems and cultures and the proactive management and shaping of these forces.	3
MGT 623	Organizational Development and Change	Students explore the behavioral forces and relationships that influence organizational effectiveness and change. Topics include the study of intervention strategy and change management.	3
LDR 650	Diversity Management and Leadership	Demonstrating organizational leadership demands the development and implementation of diversity management and a commitment to lead using values-based strategic and operational objectives designed to champion organizational diversity as a source of strength. Students will demonstrate the capacity to value the talents and skills of a diverse workforce with respect to gender, age, race, ethnicity, disability, and lifestyle. Students will master leadership skills based on a comprehension that leading and managing diversity is a process of constructing a work place that is inclusive and allows all employees to reach their full work potential. Through diversity leadership, students will make significant cognitive connections across organizational practices and access the full talents of individuals to achieve and sustain a competitive advantage.	3

Total Nursing Leadership in Health Care Systems Core Credits: 21

Total Nursing Graduate Core Credits: 15

Total Master of Science–Nursing: Nursing Leadership in Health Care Systems Core Credits: 36