



Program of Study: Master of Business Administration and Master of Science in Nursing: Nursing Leadership in Health Care Systems

Program Description:

The Master of Business Administration and Master of Science in Nursing: Nursing Leadership in Health Care Systems dual-degree program is designed to afford students the opportunity to develop cross functional business management skills, preparing business practitioners for advanced management and executive positions combined with specialized study in leadership theory and application.

Course Number	Course Title	Course Description	Credits
ACC 501	Accounting Practices	This course is designed for individuals who are preparing for more advanced course work in accounting and is designed for students who have not had accounting in undergraduate work. Topics covered include the principles and practices of financial accounting and the fundamentals of managerial accounting, such as cost behavior and budgeting. The course will cover accounting theories using computational examples and homework is problem solving.	3
FIN 501	Finance Principles	This course is designed for individuals who are preparing for more advanced course work in accounting and is designed for students who have not had finance in undergraduate work. Topics covered include financial analysis, financial planning, asset evaluation, capital structure, and working capital management.	3
BUS 650	Operations Management	Operations Management examines managerial concepts and strategies relating to the management of operations in both manufacturing and service environments. Emphasis is placed on methods to streamline and drive inefficiencies out of a firm's internal processes to build a highly efficient organization. The course also focuses on external processes by examining ways to achieve greater supply chain integration with suppliers and customers. Quantitative and qualitative methods and tools will be introduced and applied. Prerequisite: BUS 601.	3
ECN 607	Managerial Economics	A graduate course covering those aspects of economics that are particularly applicable to business decision making. Covers demand and cost estimation, production decisions, pricing, analysis at competitive market structures, and anti-trust.	3
MGT 602	Organizational Behavior	Concepts and applications including motivation, organizational climate, group dynamics, leadership, and decision-making. The course covers individual behavior, how the individual and the organization interact, and processes relating to the organization itself.	3
MKT 606	Marketing Management	Managing the marketing function, market environmental analysis, and marketing planning, strategy, and control are fundamentals of marketing management. The course examines the marketing process, marketing research, product development innovation and diffusion, pricing strategy, distribution value drain, advertising and promotion, and strategic marketing issues. Emphasis is placed on case study analysis and current academic research with a marketing plan as a significant curriculum component.	3
BUS 601	Quantitative Methods	A study in the quantitative tools and techniques used to model business functions and applications. Emphasis is given in how to set up models, as well as how to interpret and apply their results.	3

ACC 605	Managerial Accounting	Managerial accounting concepts and procedures for internal reporting. Includes study of cost behavior, cost systems, budgeting, and performance evaluation. Coursework includes case studies, group presentations, and class discussion.	3
FIN 608	Managerial Finance	Discusses elements of business financial decisions, including financial forecasting and development of pro-formas, management of working capital, capital budgeting, capital structure, and raising funds in capital markets.	3
SYM 603	Information Systems	A study of what information is and systems are, separately and together, as applied to business environments. The course starts from a very broad view, narrows to computer and enterprise environments, and then finishes with applied group and individual projects.	3
MGT 609	Strategic Management	A study of the formulation of strategy and policy in the organization, emphasizing the integration of strategic decisions across the functional areas and across multiple business units. Significant emphasis is placed on the critical role that general managers/strategists play in driving organizational success while concurrently ensuring ethical soundness.	3
BUS 604	Organizational Ethics	The role of ethics in the organization. Emphasis is placed on the way ethics affect policy formation and professional conduct in business and society. Coursework includes case studies of ethical situations, internet research, a team project, oral reports, and class discussion.	3
MGT 626	Organizational Systems and Cultures	This course will equip students to fully understand the complexities of organizational systems and cultures, the ways in which these forces manifest themselves, and the means by which leaders intentionally impact the shape that these forces take in their organizations. Students will explore the application of various organizational systems and cultures theories to case studies, as well as to their current professional settings. Additionally, students will research and critically analyze the comparative cultures of two organizations from the same industry. The findings related to this research will be presented in the form of an Executive Presentation and related written analysis report.	3
MGT 625	Leadership Styles and Development	An exploration of the nature of business leadership models and theories, examining these models through a broad variety of insights and viewpoints. Provides a description and analysis of these approaches to leadership, giving special attention to how the models can improve leadership in the real-world organization.	3
MGT 623	Organizational Development and Change	An exploration of the behavioral forces and relationships that influence organizational effectiveness and change. Topics include the study of intervention strategy and application skills.	3
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	Healthcare 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
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

Master of Business Administration and Master of Science in Nursing: Nursing Leadership in Health Care Systems Credits: 63