



College of
Health Sciences
SCHOOL OF NURSING

**Direct Entry Masters in Nursing
*Program Policy Statement***

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This document is submitted by the School of Nursing Faculty of the
College of Health Sciences

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Program Policy Statement

Proposal for Direct Entry Masters in Nursing

Part I. Program History

A. Statement of Purpose and Expectation of Graduate Study

The Direct Entry to MSN program (DEM), designed for students with a non-nursing baccalaureate degree, prepares graduates for entry level practice as a Registered Nurse. The Institute of Medicine *Future of Nursing Report*, the American Association of Colleges of Nursing (AACN) and the National League for Nursing (NLN) recommend the DEM as a way to facilitate the seamless academic progression of nursing students and nurses to ensure a well-educated diverse nursing workforce to advance the nation's health (NLN, 2013). Currently there are approximately 70 programs nationwide with two in Maryland and two in Pennsylvania. With a focus on population health, students in this program will gain competence in practice innovation that will improve the health of diverse populations. The foundation for practice expertise at the population level will enable graduates to plan and translate research into evidenced-based interventions, practice competent care to ensure safety, improve quality of care, and advocate for health policy changes while promoting the health of individuals and populations through inter-professional collaboration. Graduates will use leadership skills to make critical decisions and promote and interpret current and emerging nursing roles to other members of the profession, other disciplines, consumers, and legislators as well as advocate for health policy change to improve population health. The Direct Entry to MSN program prepares graduates to seamlessly transition to the Doctor of Nursing Practice (DNP) or the PhD in Nursing Science programs at the University of Delaware.

B. Date of Permanent Status

The DEM will enroll students beginning in fall 2019 and will be reviewed for permanent status in 2024.

C. Degree Offered

Students who successfully complete this program will be awarded the degree of Master of Science in Nursing (MSN).

Part II. Admission

A. & B. Admission Requirements and Prior Degree Requirements

Admission decisions will be made by the School of Nursing Graduate Program Director and an appointed admissions committee. Students will be admitted to the program based on enrollment availability and their ability to meet the following minimum recommended entrance requirements:

- A Bachelor's Degree awarded by an accredited college or university.
- Official transcripts from all colleges and/or universities attended.
- An overall undergraduate GPA of 3.0 or higher
- Official results from the TOEFL or IELTS exam taken within the last 2 years (for non-native English speaking applicants only). Applicants must meet minimum requirements for graduate students of the University of Delaware.

C. Application Deadlines

Applications will only be accepted once/year during the spring semester. The deadline is February 1, for consideration into the fall semester of the same year.

D. Special Competencies Needed

Students seeking must show evidence of successful completion with a B- or better of the following courses taken at an accredited college or university within the past 5 years

- Anatomy and Physiology
- Microbiology with lab
- Bio or Organic Chemistry
- Nutrition
- Elementary Statistics
- Research Methods

E. Admission Categories

Students will be admitted under regular status only.

F. Other Documents Required

- A 2-page written statement of goals and objectives that clearly identify the applicant's career goals and how admission to the program will facilitate his or her professional development
- Two letters of recommendation (at least 1 academic reference)
- A resume or curriculum vitae.

G. University Statement

Admission to the graduate program is competitive. Those who meet stated requirements are not guaranteed admission, nor are those who fail to meet all of the requirements necessarily precluded from admission if they offer other appropriate strengths.

Part III. Academic

A. Degree Requirements

The DEM requires completion of 53 undergraduate credits and 31 graduate credits for a total of 84 credits to be completed in 24 months. Nineteen of the 31 graduate credits are in master's level courses. The remaining 12 credits are part of the Doctor of Nursing Practice (DNP) program. Only 2 new master's level courses (3 credits) are proposed. The course requirements are outlined as master program courses, DNP program courses and undergraduate program courses.

Course Requirements

Masters of Nursing Core Courses

Courses	Credits	Lab Hours
NURS 621 Advanced Pathophysiology	3	
NURS 622 Pharmacology Across the Life Span	3	
NURS 620 Advanced Health Assessment	3	
NURS 6XX Advanced Health Assessment Lab	1	28
CHS Restricted Graduate Level Elective	3	
NURS 6XX Evidence-Based Practice, Research and Theory	3	
STAT course (EDUC 665 or STAT 608)	3	
TOTAL	19	

DNP Core Courses

Courses	Credits
NURS 881 Population Health I	3
NURS 844 Population Healthcare Informatics	3
NURS 843 Policy and Finance for Healthcare Delivery	3
NURS 852 Integrated Healthcare Delivery I	3
TOTAL	12

Undergraduate Core Courses

Courses	Credits	Clinical Hours	Lab Hours
NURS 2XX Professional Nursing Practice	3		
NURS 2XX Professional Nursing Practice Lab	1		28
HLTH 241 Ethical Aspects of Healthcare	3		
NURS 2XX Family Health & Wellness	3		
NURS 2XX Family Health & Wellness Practicum	1	28	
NURS 3XX Adult Health 1	3		
NURS 3XX Care of Adults 1 Lab	2		56
NURS 3XX Adult Health I Practicum	4	112 (84+28 com/sim)	
NURS 3XX Psychiatric Mental Health	3		
NURS 3XX Psychiatric Mental Health Practicum	3	84	Sim
NURS 3XX Care of Infants, Children & Families	3		
NURS 3XX Care of Infants, Children & Families Practicum	3	84	Sim
NURS 4XX Leadership in Professional Practice	3		
NURS 4XX Maternity, Newborn & Women's Health	3		
NURS 4XX Maternity, Newborn & Women's Health Practicum	3	84	
NURS 4XX Integrative Practicum Capstone	3	84	
NURS 4XX Adult Health II	3		
NURS 4XX Adult Health II Practicum	3	84	
NURS 4XX Clinical Reasoning	3		
TOTAL	53	620	

B. Committees for exams, thesis, or dissertations

The DEM does not require any qualifying exams, thesis, or dissertations.

C. Timetable and Satisfactory Progress toward the Degree**Academic Load**

The Direct Entry MSN degree is designed to be completed on a full-time basis over an intensive 24-month period. Advisors assigned to students in the DEM will review student status on a semester-to-semester basis. Credits per semester are as follows:

Semester	Graduate Credits	Undergraduate Credits	Total Credits
Fall 2019	7	7	14
Winter 2020	3	4	7
Spring 2020	12	5	17
Summer 2020 (2 sessions)	6	4	10
Fall 2020	0	15	15
Winter 2021	0	6	6
Spring 2021	3	12	15
Total Credits	32	53	84

Requirements for Participation in Clinical Practicum

Nursing students are required to meet the requirements established by the affiliating clinical agency as well as the following requirements of the SON before participating in simulation or clinical lab experiences. Documentation of completion of all vaccination requirements and Tuberculosis (TB) testing is required annually. All students must provide evidence of completion of the Healthcare Provider CPR course, Basic Life Support (BLS) course, or the Professional Rescuer CPR course. An annual on-line participation in the University's Bloodborne pathogens educational training and the University's Right to Know must be completed.

Most clinical agencies require that all students participating in activities involving direct client care complete criminal background checks (including Child and Adult Abuse Registry checks) and drug screenings. A local criminal background check and 10- panel urine drug screening is required to be completed once during the Nursing program prior to any clinical experience.

Grade Requirements and Consequences for Failure to Make Progress

Successful progress toward completion of the Direct Entry MSN degree is determined by the student's performance in the courses for which he/she is registered. Graduate students in nursing are subject to the standards for academic status set forth in the University of Delaware Graduate Catalog. To be eligible for an advanced degree beyond the MSN, a student's cumulative grade point average must be at least 3.0.

- If a student receives a grade below a B- in a graduate nursing course, the course will not be counted toward the course requirements for a degree, but is calculated in the student's cumulative grade point average. Courses used for progression in the Doctor of Nursing Practice (DNP) or PhD must be completed with a B- or better. A graduate student who receives a grade less than a B- in a required graduate nursing course must repeat the course. Only two courses may be repeated and each course may be repeated only one time. Students may not progress if they have not earned a B- or better in the graduate course/s. If a student fails to obtain a B- or better after repeating a course, the student may be considered for transfer to the undergraduate nursing program.
- For the undergraduate nursing courses, students must earn a grade of "C-" or higher. If a C- or higher is not achieved in an undergraduate nursing course, the student must repeat the course and achieve a grade of at least "C-" before enrolling in a more advanced nursing course. The original grade remains on the transcript and is counted in the cumulative index. Nursing course failure will most likely result in a delay in curricular progression because courses may only be offered one time per year.
- If a student receives a failure in a clinical practicum course that is graded on a pass/fail basis, the student will not proceed in the program until the course is re-taken and a grade of pass is

obtained.

- Each student's record is reviewed each semester by the student's advisor. If academic difficulties are identified, the faculty advisor counsels the student and files the recommendations with the Director of Graduate Education in the School of Nursing.
- To be eligible for the degree, all graduate and undergraduate courses will count toward the 84 credits required for the degree and for the required cumulative index of 3.00.

Thesis or dissertation requirements

There are no thesis or dissertation requirements for the Direct Entry Masters in Nursing program.

Protocol for Grievance

Students who feel that they have been graded inappropriately or receive what they perceive as an unfair evaluation by a faculty member may file a grievance in accordance with the University of Delaware policies. (See <http://www1.udel.edu/stuguide/17-18/grievance.html>). Students are encouraged to contact the School of Nursing Graduate Program Director to file a formal grievance in an effort to resolve the situation informally.

Maintaining Student Status

Continuous Registration

Failure to comply with the requirement of maintaining continuous registration in courses, in sustaining status, or with approved leave of absence, will be taken as evidence that the student has terminated his/her graduate program, and the admitted status to the graduate program will be terminated. The date of termination will be recorded on the student's transcript.

Leave of Absence

Students who do not register for courses at the University in fall or spring semester must request a leave of absence for that semester. Matriculated students who seek a leave of absence from the program must write a letter to their advisor requesting a leave of absence. The school will forward the request to the Office of Graduate Studies. The length of time needed for the leave should be indicated. Upon approval by the Office of Graduate Studies, the student's academic transcript will note the approved leave in the appropriate semesters. The period of absence will not affect the limitation of time for completion of the degree requirements as stated in the student's official letter of admission.

Resignation from the University

A graduate student wishing to resign from the University (i.e., terminate his/her association with the University and a specific degree program) may do so by submitting a letter to the Office of Graduate Studies and the School of Nursing Graduate Program Director indicating the reasons for the resignation. The Office of Graduate Studies will cancel the student's matriculation and indicate the effective date of the resignation on the student's transcript.

Part IV. Assessment Plan

The program will follow the Academic Program Review (APR) schedule, policies and procedures, established by the Provosts office and faculty senate. Annual meetings will be held to discuss curricular changes, review analyzed data, identify action items, and establish timelines and assignments for responsibilities. The program will continue consultation with the Center for Teaching and Assessment of Learning to periodically reexamine appropriate learning outcomes, assessment criteria, and benchmarks for success. The outcomes for the DEM program must meet the Essentials established by the American Association of Colleges of Nursing (AACN) for baccalaureate and masters programs in nursing. The table below outlines the outcomes of the DEM program with corresponding AACN Essentials.

Outcomes for DEM program
Relative to the *Master's and Baccalaureate Essentials*

Essential 1: Background for Practice from Sciences and Humanities

		Masters Outcomes
Baccalaureate Essential 1: Liberal Education for Baccalaureate Generalist Nursing Practice	Master's Essential 1: Background for Practice from Sciences and Humanities	Synthesize evidence from nursing and related sciences to apply to professional nursing practice.
Baccalaureate Essential 2: Basic Organizational and Systems Leadership for Quality Care and Patient Safety	Master's Essential 2: Organizational and Systems Leadership	Integrate systems and organizational leadership knowledge and skills in nursing practice to effect change in health care delivery across diverse settings and populations.
	Master's Essential 3: Quality Improvement and Safety	Analyze evidence to provide quality and safe care for patients, including individuals, families, groups, communities, and populations across the lifespan and across the continuum of healthcare environments.
Baccalaureate Essential 3: Scholarship for Evidence-Based Practice	Master's Essential 4: Translating and Integrating Scholarship into Practice	Integrate evidence into advanced clinical reasoning to provide quality and safe care for Patients, including individuals, families, groups, communities, and populations across the lifespan and across the continuum of healthcare environments.
Baccalaureate Essential 4: Information Management and Application of Patient Care Technology	Master's Essential 5: Informatics and Healthcare Technologies	Incorporate the use of technology and information systems to foster communication and analysis of data to improve patient outcomes.
Baccalaureate Essential 5: Healthcare Policy, Finance and Regulatory Environments	Master's Essential 6: Health Policy and Advocacy	Advocate for health policy change at regional, national and/or global levels to improve population health.
Baccalaureate Essential 6: Interprofessional Communication and Collaboration for Improving Patient Health Outcomes	Master's Essential 7: Interprofessional Collaboration for Improving Patient and Population Health Outcomes	Foster inter-professional collaboration and communication to improve individual and population health outcomes.
Baccalaureate Essential 7: Clinical Prevention and Population Health	Master's Essential 8: Clinical Prevention and Population Health for Improving Health	Promote patient-centered, culturally responsive clinical prevention and health promotion strategies in the care of individuals, families, communities, and populations.
Baccalaureate Essential		

8: Professionalism and Professional Values		
Baccalaureate Essential 9: Baccalaureate Generalist Nursing Practice	Master's Essential 9: Advanced Generalist Nursing Practice	Model professional nursing practice through legal, ethical, and moral reasoning.

Direct and indirect measures are assessed relative to the BSN and MSN Essentials. Each student is evaluated according to the requirements established by course faculty. All course objectives are related to program outcomes. Didactic courses generally include a combination of the following evaluation measures: written examinations, class presentations, term papers, and self and/or group evaluations. A practicum course may be evaluated by clinical observations, supervision, logs, clinical papers, clinical projects, performance testing, self-evaluation, and preceptor/faculty evaluation. The following table outlines direct and indirect assessment measures.

University of Delaware School of Nursing
DEM

BSN Essentials	MSN Essentials	UD Masters' Program Outcomes	Assessment
Baccalaureate Essential 1: Liberal Education for Baccalaureate Generalist Nursing Practice	Master's Essential 1: Background for Practice from Sciences and Humanities	Synthesize evidence from nursing and related sciences to apply to professional nursing practice.	(Direct & Summative) Successful licensure by NCLEX (Direct) Students' demonstration of competency in clinical courses.
Baccalaureate Essential 2: Basic Organizational and Systems Leadership for Quality Care and Patient Safety	Master's Essential 2: Organizational and Systems Leadership	Integrate systems and organizational leadership knowledge and skills in nursing practice to effect change in health care delivery across diverse settings and populations.	(Direct & Summative) Successful licensure by NCLEX (Direct) Student demonstration of competency in clinical courses.
	Master's Essential 3: Quality Improvement and Safety	Analyze evidence to provide quality and safe care for patients, including individuals, families, groups, communities, and populations across the lifespan and across the continuum of healthcare environments.	(Direct & Summative) Successful licensure by NCLEX (Direct) Student demonstration of competency in clinical courses.
Baccalaureate Essential 3: Scholarship for Evidence-Based Practice	Master's Essential 4: Translating and Integrating Scholarship into Practice	Integrate evidence into advanced clinical reasoning to provide quality and safe care for patients, including individuals, families, groups, communities, and populations across the lifespan and across the continuum of healthcare environments.	(Direct & Summative) Successful licensure by NCLEX (Direct) Student demonstration of competency in clinical courses.

Baccalaureate Essential 4: Information Management and Application of Patient Care Technology	Master's Essential 5: Informatics and Healthcare Technologies	Incorporate the use of technology and information systems to foster communication and analysis of data to improve patient outcomes.	(Direct) Student's demonstration of competency in clinical courses. (Indirect) Student self-evaluation of technology and information system competency at the completion of the program.
Baccalaureate Essential 5: Healthcare Policy, Finance and Regulatory Environments	Master's Essential 6: Health Policy and Advocacy	Advocate for health policy change at regional, national and/or global levels to improve population health.	(Direct) Student report of advocacy activities (indirect) Student self-evaluation of likelihood to engage in health policy activities
Baccalaureate Essential 6: Interprofessional Communication and Collaboration for Improving Patient Health Outcomes	Master's Essential 7: Interprofessional Collaboration for Improving Patient and Population Health Outcomes	Foster inter-professional collaboration and communication to improve individual and population health outcomes.	(Direct) Student's demonstration of competency in clinical courses. (Indirect) Student self-evaluation of interprofessional collaboration and communication competency at the completion of the program.
Baccalaureate Essential 7: Clinical Prevention and Population Health	Master's Essential 8: Clinical Prevention and Population Health for Improving Health	Promote patient-centered, culturally responsive clinical prevention and health promotion strategies in the care of individuals, families, communities, and populations.	(Direct & Summative) Successful licensure by NCLEX (Direct) Student demonstration of competency in clinical courses.
Baccalaureate Essential 8: Professionalism and Professional Values	Refers to Masters Essential 9		
Baccalaureate Essential 9: Baccalaureate Generalist Nursing Practice	Master's Essential 9: Advanced Generalist Nursing Practice	Model professional nursing practice through legal, ethical, and moral reasoning.	(Direct & Summative) Successful licensure by NCLEX (Direct) Student demonstration of competency in clinical courses.

V. Financial Aid

Students are expected to pay graduate tuition. There are no contracts for students. Students may apply for external scholarships when available from such organizations as the National League for Nursing, the American Association of Colleges of Nursing, and Sigma Theta Tau.

VI. Departmental Operations

A. General Student Responsibilities and Resources

Students must make sure that their current correct name, home address, e-mail address, and home and work telephone number (s) are on file in the Graduate Office of the School of Nursing so that they can be reached as needed. Students must also update the University Student Information System records through UDSIS (www.udel.edu/udsis).

Students must comply with the Mandatory Clinical Requirements for affiliated clinical agencies in which they have clinical learning experiences. Additional requirements may be necessary dependent on the healthcare agency to which a student affiliates.

Vehicles are not provided for School of Nursing students. Students are responsible for their own transportation to class, laboratory, research and clinical sites.

Students will have access to computer labs to access emails, course pages and for printing purposes.

B. Student Government and Organizations

Participation in other School of Nursing committees will be solicited as needed. Students will be encouraged to become involved in the University's Graduate Student Senate. Students are encouraged to actively participate in professional organizations such as the Nurses Association, Delaware Nurses Association, Sigma Theta Tau International (including the University's Beta Xi chapter), and other relevant professional organizations.

C. Graduate Student Travel Support

The SON may provide support for travel expenses incurred by full-time graduate students who are making formal presentations of their scholarly work at regional, national, and international meetings of recognized professional organizations. Additional travel funds may be requested from the Office of Graduate Professional Education (OGPE) or the Research Office.