**Master of Science in Nursing**

**Health Systems Leadership**

**Program Policy Statement**

**October, 2017**

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

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# Part 1. Program History

## **Statement of Purpose and Expectation of Graduate Study**

The Master's in Nursing (MSN) Leadership program is designed for baccalaureate prepared registered nurses (RN) who desire an advanced nursing degree that prepares the graduate to lead in a variety of healthcare systems. The program is offered in conjunction with the Lerner School of Business, allowing students to take interdisciplinary courses offered by both Nursing and Business to meet the end of program student learning outcomes. The purpose of this program is to prepare nurses to lead health system changes across a continuum of tertiary, primary, and community-based settings. Graduates will develop personal and organization leadership skills and competencies to enable them to transform healthcare environments to achieve optimal health outcomes in an agile and fiscally responsible manner. Students will have the opportunity to apply theoretical concepts to real world issues in healthcare environments and develop an evidence-based process improvement plan through two 224 hour practicum courses at the completion of their program. As several of the courses within the program are required for the MBA at the University of Delaware, students may choose to also obtain an MBA from the Lerner School of Business. As several of the courses within the program are required for the Doctor of Nursing Practice (DNP) degree, students who have advanced practice certification as registered nurse may also choose to continue their education and obtain a DNP from the School of Nursing. Graduates of the program will be prepared to take on leadership roles as Nurse Managers, Directors of Nursing, Clinical Coordinators, Chief Nursing Officers, and Chief Executive Officers. Graduates will be eligible for certification in Executive Nursing Practice after completion of the program and two years of experience in executive nursing practice. Courses will be offered online and hybrid with on-campus immersion classes. Courses that are currently offered for the DNP/MBA programs will be offered completely online. Lerner School of Business courses are offered online and on-campus. Students can choose to attend either section. The Nursing courses will be offered in a hybrid format – online with on-campus immersive classes during the semester. The course formats are noted in the course requirement table.

## **Date of Permanent Status**

The MSN in Nursing: Health Systems Leadership will enroll students beginning in fall 2019 and will be reviewed for permanent status in 2024.

## Degree Offered

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

# Part II. Admission

## Admission Requirements &

## 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 admission requirements:

* A Bachelor’s Degree awarded by an accredited college or university.
* RN Licensure in the United States
* 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.

## 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.

## Special Competencies Needed

None

## Admission Categories

Students will be admitted under regular status only.

## 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 (professional and academic only)
* A resume or curriculum vitae.

## 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

## Degree Requirements

### Course Requirements

The MSN in Nursing Leadership requires the completion of 12 courses for a total of 39 credits. Two of the courses require 224 practicum hours each which must be completed at the end of the curriculum. Students may complete course requirements part-time or full-time.

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|  | **CREDITS** |
| NURS 813 Leadership and Innovation in Population Health (online) | 3 |
| NURS 844 Population Healthcare Informatics (online) | 3 |
| NURS 843 Policy and Finance for Healthcare Delivery (online) | 3 |
| NURS 628 Evidence-based Practice and Theory (Hybrid) | 3 |
| NURS 881 Population Health I (Hybrid) | 3 |
| NURS 870 Writing for Dissemination (Hybrid) | 2 |
| NURS 818 Advanced Nursing Science (Hybrid) | 1 |
| ACCT 800 Financial Reporting and Analysis (online or on-campus) | 3 |
| BUAD 820 Fundamentals of Analytics (online or on-campus) | 3 |
| BUAD 870 Managing People, Teams, and Organization (online or on-campus) | 3 |
| NURS 680Health Systems Nursing Leadership I Practicum (224 hours) (Hybrid) | 6 |
| NURS 681 Health Systems Nursing Leadership II Practicum (224 hours) (Hybrid( | 6 |
| **TOTAL CREDITS FOR PROGRAM** | **39** |

\*\*Students should complete all coursework before completing the practicum courses.

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|  | **SAMPLE FT PLAN – Courses in Year 1 may be taken in any order** | | | |
| **Fall** | **Winter** | **Spring** | **Summer** |
| Year 1 | NURS 813  NURS 881  NURS 818  **7 CR** | NURS 628  NURS 870  **5 CR** | NURS 844  NURS 843  BUAD 820  **9CR** | BUAD 870  ACCT 800  **6CR** |
| Year 2 | NURS 81  **6CR** |  | NURS 682  **6CR** |  |

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| --- | --- | --- | --- | --- |
|  | **SAMPLE PT PLAN – Courses in Year 1 &2 (except NURS 681) may be taken in any order** | | | |
| **Fall** | **Winter** | **Spring** | **Summer** |
| Year 1 | NURS 813  NURS 818  **4CR** | NURS 628  **3CR** | NURS 844  NURS 843  **6CR** | BUAD 870  **3CR** |
| Year 2 | NURS 881  NURS 870  **5CR** |  | BUAD 820  ACCT 800  **6CR** | NURS 681  **6CR** |
| Year 3 | NURS 682  **6CR** |  |  |  |

### Requirements for 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 entering the practicum course. Documentation of completion of all vaccination requirements and Tuberculosis (TB) testing is required during the practicum. 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.

### Grade Requirements and Consequences for Failure to Make Progress

Successful progress toward completion of the Masters in Nursing: Health Systems Leadership 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.

* 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. 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.
* 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 Practice Programs in the School of Nursing.

## Thesis or dissertation requirements

There are no thesis or dissertation requirements for the Masters in Nursing: Health Systems Leadership 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 polices. (See <http://www1.udel.edu/stuguide/17-18/grievance.html>). Students are encouraged to contract 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](http://ctal.udel.edu/) to periodically reexamine appropriate learning outcomes, assessment criteria, and benchmarks for success.

The student learning outcomes for the Masters in Nursing: Health Systems Leadership program reflect the Essentials for Master’s Education in Nursing established by the American Association of Colleges of Nursing (AACN, 2011) and the Association of Organization of Nurse Executives (AONE) Competencies. The competencies are captured in a model developed in 2004 by the Healthcare Leadership Alliance that identify the common core set of competency domains for health care leadership: communication and relationship management; knowledge  
of the health care environment; leadership; professionalism; business skills and principles.

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| **MSN Essentials** | **Masters’ in Nursing: Health System Leadership Program Outcomes** | **AONE Competencies** |
| Master’s Essential 1: Background for Practice from Sciences and Humanities | 1. Influence innovation and change in healthcare systems as a nurse leader to improve health outcomes. | Communication and Relationship Management |
| Master’s Essential 2: Organizational and Systems Leadership | 1. Design, implement, and evaluate patient-centered healthcare delivery models. | Knowledge of the Healthcare Environment |
| Master’s Essential 3: Quality Improvement and Safety | 1. Improve healthcare processes and outcomes using evidence-based strategies and quality improvement models. | Leadership |
| Master’s Essential 4: Translating and Integrating Scholarship into Practice | 1. Engage in ethical, efficient, and effective business processes that contribute to the achievement of organizational goals. | Professionalism |
| Master’s Essential 5: Informatics and Healthcare Technologies | 1. Advocate for professional nursing and health policy issues. | Business Skills and Principles |
| Master’s Essential 6: Health Policy and Advocacy | 1. Integrate technology in data management and decision-making processes in managing healthcare systems. |  |
| Master’s Essential 7: Interprofessional Collaboration for Improving Patient and Population Health Outcomes | 1. Lead intraprofessional and interprofessional teams to achieve optimal patient and population health outcomes. |  |
| Master’s Essential 8: Clinical Prevention and Population Health for Improving Health |  |  |
| Master’s Essential 9: Advanced Generalist Nursing Practice |  |  |