

MASTER OF SCIENCE IN NURSING

Director: Jennifer Twaddell

Department of Nursing Mission and Purposes

The Department of Nursing is dedicated to carrying out the mission of the College of Arts and Sciences and the University of North Carolina at Pembroke (UNCP). As an integral academic unit of the University, the Department of Nursing is committed to the tripartite roles of teaching, research, and community service that contribute to the cultural, intellectual, and social development of professional nurses in North Carolina and the nation. Students are provided the opportunity to obtain a multicultural education that is grounded in the arts, sciences and humanities; that is congruent with standards for professional nursing practice; and that prepares them for lifelong learning, professional development, and service to others.

The primary purposes of the UNCP Department of Nursing program are to

1. Provide accessible, seamless, high quality undergraduate and graduate nursing education to diverse student populations to shape nursing graduates who are leaders in professional nursing practice.
2. Prepare graduates to provide high quality, cost-effective professional nursing services, to improve health outcomes across the life span, for individuals, families, groups, and communities.

The Department of Nursing is committed to the recruitment of a diverse, achievement-oriented, and socially responsible student body that will enrich the intellectual, cultural and social community of the University and the community at large. The graduate program in nursing aims to prepare graduates to take on leadership or educator roles and be qualified to face the challenges of the future in nursing to improve the quality of client care and client outcomes. The master's level program in nursing provides students with an opportunity to build expertise in a specialized area of practice while enhancing their skills in theory and research for use in professional practice.

MSN Program Outcomes

The Master of Science in Nursing program prepares graduates to

1. Synthesize evidence-based knowledge, theories and principles from nursing, the arts and humanities, biopsychosocial and applied sciences which support advanced nursing practice and role development.
2. Assume a leadership role in coordinating, managing, and improving health services for culturally diverse populations by using knowledge of political, economic, organizational, and regulatory systems.
3. Direct organizational and systems leadership initiatives for the improvement of health outcomes and safety for diverse individuals, families, groups, populations, and communities across the continuum of care.
4. Collaborate with interprofessional healthcare providers and consumers in designing, implementing, and evaluating health services for the attainment of shared health care goals that focus on clinical prevention and population health.
5. Integrate information technology for evidence-based care management, education, collaboration, and decision-making to improve health outcomes.
6. Demonstrate beginning competence in applying research principles to clinical practice that will impact advanced nursing practice and education as well as health programs and services.
7. Assume accountability for ethical values, principles, and personal beliefs that acknowledge human diversity and influence professional practice decisions and nursing interventions.
8. Adhere to ethical, legal, and regulatory mandates and professional standards for advanced nursing practice.
9. Engage in professional behaviors that reflect a commitment to lifelong learning and excellence in advanced nursing practice.

The Department of Nursing holds membership in the American Association of Colleges of Nursing (AACN). The Department of Nursing is accredited by the Commission on Collegiate Nursing Education (CCNE), One DuPont Circle, NW, Suite 530, Washington, DC 20036-1120; 202/887-6791.

Program Description

The UNCP Department of Nursing is dedicated to providing students the opportunity for seamless transition to graduate studies. There are two entry pathways into the graduate program with both full- time and part-time study options available for students. The direct entry Master of Science pathway is for registered nurses with a baccalaureate degree in nursing. The degree requires 39 semester hours of graduate-level coursework, including 15 semester hours in Nursing Core coursework and 24 semester hours in Specialty Concentration coursework.

The second entry pathway is the RN-MSN program. This program provides educational mobility for registered nurses, with an Associate Degree in Nursing (ADN) or Diploma in Nursing, seeking a Master of Science in Nursing. The RN-MSN program provides the opportunity to earn both the Bachelor of Science in Nursing (BSN) and the Master of Science in Nursing (MSN) degree. Combined credit toward the BSN and MSN degrees is earned. Two courses (six semester hours) in the Master of Science in Nursing program may be substituted for two courses in the RN-BSN program, allowing students to graduate with a BSN degree and complete the MSN degree in 33 additional semester hours of graduate-level coursework. The RN-BSN and MSN can be completed separately for those not wishing to apply to the RN-MSN program.

Both pathways are offered in a hybrid format which blends online instruction with face-to-face class meetings and direct faculty/student interaction. Through a blend of face-to-face and online classes as well as practicum experiences, the graduate program offers three areas of specialty concentration: Nurse Educator, Clinical Nurse Leader, and Rural Case Manager.

Nurse Educator—This concentration is designed to prepare practicing nurses to assume roles as educators in baccalaureate and associate degree nursing programs, staff development programs, continuing education programs, and community health education programs. After a minimum of two years of full-time employment in an academic faculty role, graduates are eligible to take the NLN nurse educator certification examination. Course requirements for Master of Science in Nursing with a nurse educator specialization:

NUR 5000	Advanced Nursing Concepts in Theory and Practice	3
NUR 5010	Research Methods for Evidence-Based Practice	3
NUR 5020	Advanced Pathophysiology	3
NUR 5030	Advanced Concepts of Pharmacology in Nursing	3
NUR 5040	Advanced Health Assessment and Clinical Decision Making	3
NUR 5300	Educating Diverse Populations	3
NUR 5310	Curriculum Theory and Design in Nursing Education	3
NUR 5320	Classroom Teaching and Integration of Technology	3
NUR 5330	Clinical Teaching Strategies for Nurse Educators	3
NUR 5340	Measurement and Evaluation in Nursing Education	3
NUR 5350	Nurse Educator Capstone Practicum	6
NUR 5360	Master's Nurse Educator Research or Action Project	3
		Total Semester Hours 39

Clinical Nurse Leader® (CNL)—This concentration prepares nurse leaders who will be accountable for clinical and health care environmental outcomes. This role was developed in 2004 by the American Association of Colleges of Nursing (AACN) as a national initiative to address fragmentation in health care delivery and improvement of patient outcomes. The clinical nurse leader concentration focuses on the assessment, design, implementation, coordination and evaluation of health promotion, risk reduction, disease prevention and illness management services for individuals, families, groups, and communities. Graduates of the program will be able to practice with a high level of clinical competence at the point of care and serve as clinical leaders across all clinical settings in order to meet the demands of a complex health care delivery system. In addition, graduates are

eligible to take the CNL certification examination, with the appropriate clinical experience, offered by American Association of Colleges of Nursing (AACN). Course requirements for Master of Science in Nursing with clinical nurse leader specialization:

NUR 5000	Advanced Nursing Concepts in Theory and Practice	3
NUR 5010	Research Methods for Evidence-Based Practice	3
NUR 5020	Advanced Pathophysiology	3
NUR 5030	Advanced Concepts of Pharmacology in Nursing	3
NUR 5040	Advanced Health Assessment and Clinical Decision Making	3
NUR 5110	Policy, Organization, and Financing of Health Care	3
NUR 5140	Epidemiology and Global Health	3
NUR 5200	Issues in Community Health for Rural Populations	2
NUR 5210	Leadership in Clinical Microsystems	4
NUR 5220	Care Environment and Clinical Outcomes Management	3
NUR 5230	Clinical Nurse Leader Capstone Practicum	6
NUR 5240	Master's Clinical Nurse Leader Research or Action Project	3
		Total Semester Hours 39

Rural Case Manager—This concentration prepares nurses to coordinate and implement case management services at the system and community levels to promote quality cost-effective health outcomes for rural populations. Graduates of the program are able to hold leadership and case manager positions across all health care settings and specialties and with the appropriate clinical experience are eligible to take case management certification examination. Course requirements for Master of Science in Nursing with rural case manager specialization:

NUR 5000	Advanced Nursing Concepts in Theory and Practice	3
NUR 5010	Research Methods for Evidence-Based Practice	3
NUR 5020	Advanced Pathophysiology	3
NUR 5030	Advanced Concepts of Pharmacology in Nursing	3
NUR 5040	Advanced Health Assessment and Clinical Decision Making	3
NUR 5100	Rural Health Care: Theoretical Foundations	2
NUR 5110	Policy, Organization, and Financing of Health Care	3
NUR 5120	Human Relations Management	3
NUR 5130	Nursing Case Management Process	4
NUR 5140	Epidemiology and Global Health	3
NUR 5150	Case Management Capstone Practicum	6
NUR 5160	Master's Rural Case Manager Research or Action Project	3
		Total Semester Hours 39

Program-Specific Admissions Standards

Master of Science in Nursing Program (MSN)

Admission Criteria for MSN:

Application for admission to the MSN program will be made through the School of Graduate Studies and Research. Applications should be completed by July 31 for fall consideration and December 1 for spring consideration. Only applications with all necessary materials will be considered. The Director of the Graduate Program, in collaboration with graduate faculty, will review all applications and make a final recommendation regarding admission. Each applicant will be notified in writing regarding the admission decision.

To enroll students with the greatest potential for successfully completing the program, the Department of Nursing will consider the following criteria for full acceptance, in addition to the general requirements for admission to the School of Graduate Studies and Research:

- Baccalaureate of Science in Nursing (BSN) from an accredited NLN or CCNE School of Nursing.
- Current, valid North Carolina nursing license or a license with multistate practice privileges by authority of the Nurse Licensure Compact.
- Cumulative undergraduate GPA of 3.0 or greater (on a 4.0 scale).
- Nursing practice experience (one year recommended).

- Completed application and official transcripts of all postsecondary coursework sent directly from each institution to The School of Graduate Studies and Research.
- Completion of a course is Descriptive/Inferential Statistics with a minimum grade of “C” or higher.
- Competitive scores on the Graduate Record Exam (GRE) or Miller Analogies 1 Test (MAT) with 2 scores not older than 5 years. The GRE or MAT requirement is waived if an applicant’s 3 cumulative undergraduate GPA is 3.5 or higher.
- A personal statement describing the applicant’s experience and objective in undertaking graduate study in the chosen specialty. The personal statement should describe
 - The development of applicant’s interest in graduate education in nursing;
 - The reason for the specialty area to which s/he is applying;
 - Applicant’s professional goals and how this specialization will help achieve them;
 - Applicant’s academic strengths and areas needing further development;
 - Any special circumstances that applicant believes require further clarification.
- Current résumé or curriculum vitae of educational and work experience.
- Three letters of recommendation from instructors, supervisors or professional colleagues, two of which must come from individuals with a minimum of a master’s degree in nursing, who are qualified to evaluate your professional nursing experience, academic competence, and potential to undertake a master’s degree program.
- For graduates of BSN programs of greater than 5 years, it is recommended that an additional course or continuing education offering be completed prior to enrolling in the following graduate courses: Advanced Health Assessment, Advanced Pathophysiology, and Advanced Pharmacology.

Enrollment Requirements for MSN:

If offered admission, student must provide the following before starting the program:

- Copy of physical health examination and immunizations as required by the University and Department of Nursing
- Copy of current BCLS certification by the American Heart Association
- Copy of professional liability insurance – all students must present evidence of coverage 18 annually in the amounts of \$1 million/\$6 million
- Copy of personal health insurance coverage
- Results of a Criminal History Database Check and Drug Screen clearance as specified by the Department of Nursing

RN-MSN Program

Admission Criteria for RN-MSN:

Students interested in the RN-MSN program must successfully complete the required undergraduate pre-requisite coursework, 25 semester hours of RN-BSN upper-division coursework, and meet admission requirements of the UNCP School of Graduate Studies and Research as well as the Department of Nursing to continue seamlessly into the MSN program. Students must be in the last semester of required RN-BSN upper-division coursework before they are eligible to apply to the School of Graduate Studies and Research to be considered for full admission to the MSN program. Applications should be completed by July 31 for fall consideration and December 1 for spring consideration. Only applications with all necessary materials will be considered. The Director of the Graduate Program, in collaboration with graduate faculty, will review all applications and make a final recommendation regarding admission. Each applicant will be notified in writing regarding the admission decision. To enroll students with the greatest potential for successfully completing the program, the Department of Nursing will consider the following criteria for full acceptance, in addition to the general requirements for admission to the School of Graduate Studies and Research:

- Earned associate degree or diploma in nursing from an approved nursing program
- Current, valid North Carolina nursing license or a license with multistate practice privileges by authority of the Nurse Licensure Compact.
- Cumulative undergraduate GPA of 3.0 or greater (on a 4.0 scale).

- Nursing practice experience (one year recommended).
- Meet minimum requirements as specified in the current undergraduate catalog.
- Complete required 25 semester hours of RN-BSN coursework before or during semester of application to MSN program through the School of Graduate Studies and Research.
- Complete required undergraduate prerequisite general education and RN-BSN coursework with a grade of C or higher.
- In semester prior to anticipated enrollment in the MSN program, students will submit an application packet to the UNCP School of Graduate Studies and Research that includes the following:
 - o Competitive scores on the Graduate Record Exam (GRE) or Miller Analogies Test (MAT) with scores not older than 5-years. The GRE or MAT is waived if an applicant's cumulative undergraduate GPA is 3.5 or higher.
 - o Three letters of recommendation from instructors, supervisors or professional colleagues, two of which must come from individuals with a minimum of a master's degree in nursing, who are qualified to evaluate your professional nursing experience, academic competence and potential to undertake a master's degree program.
 - o Current résumé or curriculum vitae of educational and work experience.
 - o A personal statement describing applicant's experience and objective in undertaking graduate study in chosen specialty. The personal statement should describe
 - o The development of applicant's interest in graduate education in nursing;
 - o The reason for the specialty area to which s/he is applying;
 - o Applicant's professional goals and how this specialization will help achieve them;
 - o Applicant's academic strengths and areas needing further development;
 - o Any special circumstances that applicant believes require further clarification.
 - o Official transcripts of all postsecondary coursework sent directly from each institution to the School of Graduate Studies and Research
- For graduates of basic nursing education programs of greater than 5 years, it is recommended that an additional course or continuing education offering be completed prior to enrolling in the following graduate course: Advanced Pharmacology.
- Admission to the RN-MSN Pathway does not guarantee admission to a specific MSN area of specialization.

Pre-requisite Course Requirements:

Prior to admission to the RN-MSN program, all but nine (9) of the following pre-requisite academic courses must be completed. The pre-requisite coursework may be taken at UNCP or other accredited college or university. Academic credits from other accredited institutions may be accepted by UNCP if a grade of C or higher is earned. There is no time limit for acceptance of general education academic credits. Advanced placement and the College-Level Examination Program (CLEP) are other avenues to meet these requirements.

English Composition—ENG 1060 or equivalent	3 credits
Arts/Humanities (Fine Art, Literature, History, Logic)	12 credits
Social Sciences (Economics, Geography, Political Science, Psychology, or Sociology)	9 credits
Biological Sciences (Anatomy and Physiology I and II, Microbiology)	12 credits
Natural Sciences/Math (CHM 1400, 1410, 1120, 1130, MAT 1070 or higher)	11 credits
Statistics (Math, Psychology, Sociology, Social Work, or Criminal Justice)	3 credits
Physical Education	1 credit
NUR 2000	1 credit
Electives	8 credits

RN-BSN/MSN Course Requirements Prior to Enrolling in MSN Program:

RN-MSN students complete 25 semester hours of upper-division nursing coursework that reflect the baccalaureate nursing program outcomes and prepare students for achieving success in graduate study. RN-MSN students will earn 30 semester hours of validation credit for previous nursing education upon successful completion of the required upper-division courses.

- NUR 3000. Transition to Professional Nursing — This course focuses on the role of the professional nurse, an overview of the delivery of professional nursing practice and role transition.
- NUR 3200. Health Assessment across the Lifespan—This course prepares students to conduct 34 comprehensive health assessments.
- NUR 3250. Pathophysiology across the Lifespan—This course prepares the student to systematically approach complex clinical situations.
- NUR 3300. Gerontological Nursing—This course examines the process of aging.
- NUR 4000. Nursing Research and Theory—This course provides students with an overview of the role of theory and research in the development of nursing as a profession.
- NUR 4350. Community Health Nursing—This course focuses on care of the culturally diverse populations and aggregates within the community.
- NUR 4120. Leadership in Nursing—The course focuses on the professional nurse's role as a leader in the profession and health care delivery.

All requirements for the baccalaureate degree must be met before the BSN is awarded. Students may opt to “stop-out” of the RN-MSN program after meeting all requirements for the baccalaureate degree in nursing.

Requirements for a Master of Science in Nursing	Sem. Hrs.
Professional Core Courses	15
NUR 5000, 5010, 5020, 5030, 5040	
Advanced Practice Area Courses	24
Nurse Educator Concentration: NUR 5300, 5310, 5320, 5330, 5340, 5350, 5360	
Clinical Nurse Leader® Concentration: NUR 5110, 5140, 5200, 5210, 5220, 5230, 5240	
Rural Case Manager Concentration: NUR 5100, 5110, 5120, 5130, 5140, 5150, 5160	
	Program Total: 39

COURSES

The curriculum consists of two components: the professional core and the advanced nursing practice courses. The professional core courses (NUR 5000, NUR 5010, NUR 5020, NUR 5030, and NUR 5040) are required of all MSN students. The advanced practice area courses focus on the student's area of specialization and role preparation. The following list includes a description of all courses for the MSN program.

MSN CORE COURSES

NUR 5000. Advanced Nursing Concepts in Theory and Practice (3-3-0)

The course prepares students to critique, evaluate, and utilize theory in advanced practice nursing. Students will analyze and evaluate selected contemporary theories and frameworks from nursing and related disciplines to develop a comprehensive, ethical, and holistic approach to client care within their nursing practice. Emphasis will be on the integration of nursing middle---range and practice theories, theories related to cultural aspects of care, population focused theories, and change theories into advanced nursing practice. PREREQ: Admission to School of Graduate Studies and Nursing Graduate Program

NUR 5010. Research Methods for Evidence-Based Practice (3-3-0)

This course focuses on the development of skills needed to analyze, critique, and conduct nursing research for scientific and clinical merit to promote evidence-based nursing practice. Students will build on their knowledge of the research process and conduct an in-depth analysis of research methods as a framework for studying clinical issues. Emphasis will be on the use of descriptive and inferential statistics, qualitative and quantitative research methods, and application and utilization of research related to advanced nursing practice. COREQ: NUR 5000

NUR 5020. Advanced Pathophysiology (3-3-0)

This course focuses on pathophysiological processes across the lifespan and the development of clinical reasoning skills that distinguish the relationships between normal and altered physiological functioning of body systems. Particular attention will be given to etiology, pathogenesis, developmental and environmental influences, and clinical manifestations of major health problems. Changes associated with individuals of different ethnic/racial origins, gender and which occur across the lifespan will be examined. Relevant evidence-based research findings related to pathophysiologic changes will be included.

NUR 5030. Advanced Concepts of Pharmacology in Nursing (3-3-0)

This course builds on a foundation of basic pharmacology to provide students with advanced theoretical and empirical knowledge of pharmacokinetics, pharmacodynamics, and pharmacotherapeutics of drug groups. Students will apply advanced knowledge in pharmacology to support clinical decision-making for the therapeutic management of clients across the lifespan. PREREQ: NUR 5020

NUR 5040. Advanced Health Assessment and Clinical Decision Making (3-2-1)

This course focuses on the development of advanced practice nursing skills related to health assessment and clinical decision-making. Health assessment focuses on interviewing to acquire a comprehensive health history and refinement of physical examination skills of populations across the lifespan. Clinical decision-making focuses on the diagnostic process, prevention and early detection of risk factors, abnormal assessments and related pathology, developing differential nursing diagnoses, and developing individualized plans of care. Students will have an opportunity to enhance and refine their critical thinking, diagnostic reasoning, documentation, and communication skills in the laboratory component of the course. PREREQ: NUR 5020

NURSE EDUCATOR CONCENTRATION**NUR 5300. Educating Diverse Populations (3-3-0)**

This course provides students with the opportunity to understand the ever-changing demographics of society and how these changes influence health care delivery systems and approaches to education. Concepts of design and adaptation of instructional materials and methods will be explored as well as the impact of educator and learner characteristics on the education process. PREREQ: NUR 5000, 5010

NUR 5310. Curriculum Theory and Design in Nursing Education (3-3-0)

This course focuses on curriculum design in nursing education. Theories of education and cognitive development, as a foundation for program development, will be presented. Students will participate in the curriculum-design process using mission and philosophy statements as the basis of curriculum development. The evaluation process and its impact on curriculum development, implementation and outcomes will be considered.

NUR 5320. Classroom Teaching and Integration of Technology (3-2-1)

This course focuses on the development and analysis of classroom teaching and learning strategies in nursing education. Adult learning principles of teaching and learning will be incorporated into the innovative strategies developed within this course. Integration of new technology in instructional design and delivery will be highlighted. Students will produce media-rich, interactive programs for use in nursing education or continuing education programs. PREREQ: NUR 5000, 5010, 5300, 5310

NUR 5330. Clinical Teaching Strategies for Nurse Educators (3-2-1)

Much of the basic education for nurses and for students in other health professions occurs in clinical settings. These settings require teaching methodologies quite different from the classroom setting. This course focuses on clinical instruction and the development of clinical judgment in the health professions. Emphasis will be given to clinical education in undergraduate programs. PREREQ: NUR 5000, 5010, 5020, 5030, 5040, 5300, 5310

NUR 5340. Measurement and Evaluation in Nursing Education (3-3-0)

This course provides students the opportunity to learn evaluation concepts, including testing and measurement in nursing education at the didactic, clinical and programmatic levels. Content includes

strategies to assess and evaluate learning in the cognitive, psychomotor and affective domains. Quality improvements, as well as legal and ethical considerations are explored. Key concepts include classical test theory; criterion and norm referenced theory and technique; reliability, validity, and the associated descriptive statistics; preparation of instrumental objectives for use in developing classroom tests and clinical nursing performance evaluations.

NUR 5350. Nurse Educator Capstone Practicum (6-2-4)

This course is a concentrated opportunity to function in an advanced nursing role as a nurse educator, integrating clinical and functional role activities within a chosen setting. Emphasis includes educator nursing practice, functional role responsibilities, and activities with emphasis on their relationship to client outcomes. PREREQ: Completion of all coursework related to the major with the exception of NUR 5360

NUR 5360. Master's Nurse Educator Research or Action Project (3-1-2)

This course provides the opportunity for students to develop and implement a research or action project reflecting analysis, synthesis, and integration of their learning for advanced practice as a nurse educator. Students will participate in a seminar as part of the nurse educator project. This course will be taken during the final semester of study. PREREQ: Completion of all coursework related to the major with the exception of 5350

CLINICAL NURSE LEADER® CONCENTRATION

NUR 5200. Issues in Community Health for Rural Populations (2-2-0)

Students will examine selected issues that affect community health care for rural populations for nursing roles in case management or as a clinical nurse leader. The organization and financing of health care for rural populations will receive considerable attention. The nurse case manager or clinical nurse leader student will gain understanding of the development of health care policy and the ethical, political, economic, sociocultural, and technological forces influencing the delivery of care. PREREQ: NUR 5000, 5010

NUR 5110. Policy, Organization, and Financing of Health Care (3-3-0)

This course provides an overview of health care policy, organization, and financing with emphasis on current health care trends. The focus is to educate the nurse case manager or clinical nurse leader to collaborate with members of the health care community in the planning and provision of quality, cost-effective care. Emphasis is placed on the development of a leadership role in managing human, fiscal, and physical health care resources in order to improve client outcomes and eliminate health disparities. Core concepts include basic policy development and policy analysis, health care finance systems, government structure related to health care, primary health care, core public health functions, and patient safety and quality.

NUR 5210. Leadership in Clinical Microsystems (4-3-1).

The focus of this course is on assessment of clinical microsystems in healthcare settings to identify needed changes in the clinical trajectory for patients within the system. Development of the role of the CNL student as a patient care coordinator and educator for interprofessional team is the aim of this course. Improving patient safety, quality outcomes, and planning for implementation of innovations in care based on evidence-based practice will be discussed. PREREQ: NUR 5000, 5010, 5110, 5200

NUR 5220. Care Environment and Clinical Outcomes Management (3-3-0)

Building on baccalaureate level nursing skills and foundational pathophysiology, pharmacology, and health assessment, the focus of this course is on integrative care approaches that improve health through graduate-level nursing and collaborative planning to design systems that promote positive health outcomes. Health promotion, disease reduction, and/or prevention as health-oriented strategies will be applied to patient care. Students will develop an outcome-focused model that relates to a graduate-level clinical practice area and that will inform the terminal project and residency.

NUR 5140. Epidemiology and Global Health (3-3-0)

This course focuses on the distribution of determinants of health---related states of conditions in specified populations and the application of this study to control health problems. Students will be presented with epidemiologic models and methods in order to assess the health of individuals and populations and to assess the health of individuals and populations to prevent or control health conditions, diseases, and injuries. Emphasis is on a local to global perspective and on application methods to improve healthcare delivery and health policy. PREREQ: NUR 5000 and NUR 5010

NUR 5230. Clinical Nurse Leader Capstone Practicum (6-2-4)

The residency is the culminating application of the role of the CNL. Under faculty supervision, students will design a collaborative residency with clinical preceptors focusing on refinement of nursing leadership skills and management of clinical outcomes in the care environment. The complexities of clinical nursing leadership in interdisciplinary clinical applications will be discussed in weekly meetings. Students will apply evidenced-based practice including risk management, interdisciplinary collaboration for the promotion of patient outcomes and the integration of informatics to advance decision-making. Advocacy, health care resource, and organizational issues will be intentionally evaluated. Students will develop a written analysis of personal leadership skill development and reflection of the impact of CNL change within the care environment. PREREQ: Completion of all coursework related to the major with the exception of NUR 5240

NUR 5240. Master's Clinical Nurse Leader Research or Action Project (3-1-2)

This course provides the opportunity for students to develop and implement a research or action project reflecting analysis, synthesis and integration of their learning for advanced practice as a clinical nurse leader. Students will participate in a seminar as part of the clinical nurse leader project. This course will be taken during the final semester of study. PREREQ: Completion of all coursework related to the major with the exception of NUR 5230

RURAL CASE MANAGER CONCENTRATION**NUR 5100. Rural Health Care: Theoretical Foundations (2-2-0)**

This course focuses on the theoretical and philosophical basis for rural health from nursing and related disciplines, providing an overview of rural culture, rural health issues, healthcare priorities for rural dwellers, and strategies for dealing with challenges facing rural healthcare providers. Areas of emphasis will include: analysis of key rural concepts, rural healthcare policy, impact of technology on rural healthcare, workforce issues in rural health, and challenges facing the nurse case manager or clinical nurse leader working with rural populations. PREREQ: NUR 5000, 5010

NUR 5110. Policy, Organization, and Financing of Health Care (3-3-0)

This course provides an overview of health care policy, organization, and financing with emphasis on current health care trends. The focus is to educate the nurse case manager or clinical nurse leader to collaborate with members of the health care community in the planning and provision of quality, cost-effective care. Emphasis is placed on the development of a leadership role in managing human, fiscal, and physical health care resources in order to improve client outcomes and eliminate health disparities. Core concepts include basic policy development and policy analysis, health care finance systems, government structure related to health care, primary health care, core public health functions, and patient safety and quality.

NUR 5120. Human Relations Management (3-3-0)

This course focuses on establishing relationships with person(s) and families, group dynamics, team building, leadership and management skills, negotiation, human diversity in health and illness, conflict management, and rural health issues relevant for case management of rural populations.

NUR 5130. Nursing Case Management Process (4-3-1)

This course examines the process of case management and the evolving role of the case manager in a variety of settings across the continuum of health care, with particular emphasis on populations residing in rural and medically underserved areas. Emphasis is on examining the fundamental concepts, components, principles and models of case management, as well as measuring and evaluating

outcomes of case management related to access, quality, costs and client satisfaction. PREREQ: NUR 5000, 5010, 5100, and 5110

NUR 5140. Epidemiology and Global Health (3-3-0)

This course focuses on the distribution and determinants of health-related states or conditions in specified populations and the application of this study to control health problems. Students will be presented with epidemiologic models and methods in order to assess the health of individuals and populations to prevent or control health conditions, diseases, and injuries. Emphasis is on a local to global perspective and on application of methods to improve healthcare delivery and health policy. PREREQ: NUR 5000 and NUR 5010

NUR 5150. Case Management Capstone Practicum (6-2-4)

This course focuses on the application of the nurse case manager's functions of assessing, planning, intervening, monitoring, and evaluating health care in rural communities. Emphasis is placed on implementing a coordinated, evidence-based, interdisciplinary, collaborative, integrated and cost effective approach to health care with rural populations. PREREQ: Completion of all coursework related to the major with the exception of NUR 5160

NUR 5160. Master's Rural Case Manager Research or Action Project (3-1-2)

This course provides the opportunity for students to develop and implement a research or action project reflecting analysis, synthesis, and integration of their learning for advanced practice as a nurse case manager. Students will participate in a seminar as part of the rural case manager project. This course will be taken during the final semester of study. PREREQ: Completion of all coursework related to the major with the exception of NUR 5150