Nursing Systems Management (NSM) Degree Plan: Upon admission nursing students must meet with faculty and staff advisors to develop plan of progression. Successful completion of core courses in theory and research are essential to success in all MSN majors.

**Core Courses (9 SCH)**

N5310 Nursing Theories and Processes: Focuses on the emergence of nursing as a scholarly discipline, patterns of knowing in nursing, and the synthesis of theory and concepts from nursing and other disciplines for use in evidence-based practice.

N5370 Research Appraisal and Application: This course provides the foundation for research appraisal and application to practice.

N5338 Health Law, Policy and Ethics: Focus is on legal concepts and bioethical principles that shape practice, prevent liability, and assist in public policy development related to the delivery of nursing and health care in various settings.

**Specialty Courses (18 SCH)**

5300 Organizational Theory and Culture: Examination of organizational and management theories and research that guide effective management practice in integrated care delivery systems and managed care settings. Management/organizational theories include adaptation-innovation theory, interpersonal relationship theories, situational leadership, power, change, and conflict. The management process is detailed. Research and theory on diversity, particularly cultural diversity, is integrated into management theory and practice. Organizational culture is viewed as a primary influencer of organizational behavior, dynamics, and management behavior.

5335 Management Roles and Operations: This course focuses on theories and principles of leadership, administration, and management for mid-level managers in supervision and administration. Social changes and trends are discussed in relationship to quality care needs in acute, rehabilitative, and primary care health care agencies in both urban and rural settings. Students formulate a philosophy for administrative practice consistent with standards in nursing practice, education, and research.

5337 Health Care Financial Management: An introduction to basic financial and accounting concepts relating to health care management. Programming, budgeting, and controlling processes in health care organizations will be discussed within the nurse manager’s role.

5365 Managing Health Care Outcomes: Performance and outcome standards used by industry, regulatory and accreditation bodies are applied to improvement of clinical and administrative outcomes in health care programs and organizations. Measurement and management of individuals and populations of culturally diverse backgrounds are stressed. Evidence-based practice and the relationship of quality/performance to cost are core themes. Students focus on measurement and management of outcomes through development of a performance improvement project in a clinical setting.

5366 Managing Diverse Work Teams: Human resources management in health care systems. Emphasis is on managing diversity in recruiting, interviewing, evaluating, and promoting staff. Laws and regulations related to equal employment opportunity are integrated. Students analyze models and research that foster work team transformations that result in enhanced individual, team and organizational productivity.
5339 Nursing Management Residency (includes 90 practicum hours): Students develop competencies as a nurse manager under the guidance of a preceptor. Focus is on analysis and evaluation of management policies, issues, and challenges to include providing culturally competent care though managing a culturally diverse work force. Synthesizing knowledge from previous courses, students complete a comprehensive assessment of an aspect of the health care organization, design and, where possible, implement change strategies.

**Vision:**
“Leader in nursing practice, education and research”

**Mission:**
- Prepare Professional nurses at BSN, MSN and Doctoral level
- Provide an environment to inspire learning
- Inspire lifelong learning and utilization of advanced technologies
- Improve healthcare and quality of life in our diverse local communities
- Prepare graduates to make significant contribution to nursing, communities and world

**Electives (6 SCH approved by faculty director/advisor)**