RN TO MSN PROGRAM (ONLINE)

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The RN to MSN program is designed for individuals who are licensed as registered nurses and interested in pursuing a master’s degree in nursing with a focus in operational leadership. At the completion of this two-year program of study, students will obtain both a Bachelor of Science in Nursing (BSN) and a Master of Science in Nursing (MSN). This program is taught using a distance education format through QU Online. The curriculum builds on the individual’s prior educational preparation and incorporates the American Association of Colleges of Nursing (AACN) Essentials of Baccalaureate Education for Professional Nursing Practice as well as the Essentials of Master’s Education in Nursing.

Nursing Major Requirements

<table>
<thead>
<tr>
<th>Course Listing</th>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundations of Health Care Management</td>
<td>HM 600</td>
<td>3</td>
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<tr>
<td>Nursing Science and Information Literacy</td>
<td>NUR 382</td>
<td>3</td>
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<td>Integrative Health and Healing</td>
<td>NUR 410</td>
<td>3</td>
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<td>Health Assessment</td>
<td>NUR 412</td>
<td>3</td>
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<tr>
<td>Evidence-Based Nursing Practice</td>
<td>NUR 478</td>
<td>3</td>
<td></td>
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<tr>
<td>Interprofessional Practice and Quality Improvement</td>
<td>NUR 480</td>
<td>3</td>
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<tr>
<td>Community and Population Health Nursing with Fieldwork</td>
<td>NUR 484</td>
<td>3</td>
<td></td>
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<tr>
<td>Contemporary Issues and Roles in Nursing Practice</td>
<td>NUR 486</td>
<td>3</td>
<td></td>
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<tr>
<td>Biostatistics</td>
<td>NUR 500</td>
<td>1</td>
<td></td>
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<tr>
<td>Epidemiology and Population Health</td>
<td>NUR 514</td>
<td>2</td>
<td></td>
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<tr>
<td>Health Policy and Organizational Systems</td>
<td>NUR 516</td>
<td>2</td>
<td></td>
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<tr>
<td>Applying Data to Practice</td>
<td>NUR 538</td>
<td>1</td>
<td></td>
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<tr>
<td>Educational Principles for the Health Care Professional</td>
<td>NUR 540</td>
<td>3</td>
<td></td>
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<tr>
<td>Introduction to Health Care Finance</td>
<td>NUR 542</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Capstone</td>
<td>NUR 543</td>
<td>3</td>
<td></td>
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<tr>
<td>Introduction to Informatics</td>
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<td>3</td>
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<tr>
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<td>3</td>
<td></td>
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<td>OL 601</td>
<td>3</td>
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<tr>
<td>Performance Management and HR Analytics</td>
<td>OL 630</td>
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Total Credits 50

Curriculum Note:
The semester-by-semester Learning Pathway for this program is available in the School of Nursing.

The curriculum for this program is subject to modification as deemed necessary by the nursing faculty to provide students with the most meaningful educational experience and to remain current with professional standards and guidelines.

Student Learning Outcomes
Graduates of the MSN program are prepared for higher level professional practice and leadership roles in a variety of health care settings, as well as advanced study at the doctoral level.

Specifically, graduates will be able to:
1. Incorporate knowledge from the sciences and humanities for improvement of health care across diverse settings.
2. Demonstrate leadership abilities encompassing ethical and critical decision-making that embraces a systems perspective.
3. Apply appropriate measurement and analysis methods related to organizational quality and safety.
4. Apply evidence-based findings to resolve practice problems, and serve as a catalyst for change.
5. Use informatics and health care technology to integrate and coordinate care.
6. Participate in policy development and advocacy strategies at the system level to influence health and health care.
7. Collaborate effectively on interprofessional teams to improve health outcomes.
8. Integrate principles of clinical and population health into care delivery and management.
9. Deliver direct and/or indirect nursing practice interventions at the master’s level of practice.

Admission Requirements

An applicant to the Master of Science in Nursing program must be a registered nurse or NCLEX eligible nurse. An undergraduate cumulative GPA of 3.0 or better is required.

Applicants should submit the following to the Office of Graduate Admissions:
1. A completed admissions application including a resume and a personal statement addressing the following:
   a. professional goals and motivations,
   b. a nursing experience that has influenced or shaped your practice,
   c. a health care problem that interests you.
2. Official transcripts from all schools previously attended.
3. Official recent results of the Test of English as a Foreign Language (TOEFL) or (IELTS) International English Language Testing System for international applicants.
4. Two letters of recommendation from persons with authority to evaluate your professional ability.
5. Proof of current licensure or eligibility for licensure as a registered nurse in the state of Connecticut.

The preferred application deadline is May 1. Applications will be considered after May 1 on a space-available basis. Candidates may be placed on a wait list for Fall admission should space become available. However, acceptances are not deferred to the following Fall and wait-listed candidates need to reapply for the following Fall. Exceptions may be made in rare circumstances by the chair of the graduate nursing program. When all application materials are received, an interview with
the graduate nursing program chair and/or member of the faculty will be arranged for eligible candidates.

All accepted students are required to complete a background check and urine drug screen following acceptance and before the start of classes. Acceptance is conditional until satisfactory completion of both.

Transfer Credits

Graduate course credit completed with a grade of B or better at another regionally accreditation institution may be considered for transfer credit in place of a similar course. Courses must be at the same level (i.e., an undergraduate course may not be transferred in place of a master’s level course) and taken within the past five years. Transfer credit is granted upon admission to the program only. The course description and/or syllabus and a copy of the transcript with a request for transfer credit must be sent/emailed to the chair of the graduate nursing programs.

Progression Requirements

Students are expected to take courses in the order they are presented on the curriculum pathways. Any student wishing to take a course out of sequence must seek permission from the graduate program chair. To preserve quality in our clinical placements, we are not able to accommodate a change in program specialty except on a space-available basis. If a change is desired, students should speak with the graduate program director early in the curriculum to check on any opportunities for change and be placed on a waiting list, if necessary.

According to Quinnipiac University policy, all graduate students are expected to maintain a grade point average (GPA) of at least 3.0 on a 4.0 scale. Full-time graduate students are required to achieve a 3.0 GPA each semester. Part-time graduate students must have an overall GPA of 3.0 upon completion of 9 credits and must maintain a cumulative GPA of 3.0 thereafter. The grading scale of the Graduate Nursing Program is consistent with that of the university.

A student who earns less than a B minus grade in any nursing course will not progress into the next semester. The student is allowed to repeat the course once at Quinnipiac University provided that the course and the subsequent curriculum sequence are offered and must achieve a B minus or better. The student must achieve a minimum grade of B minus in all subsequent nursing courses. Failure to meet this requirement will result in dismissal from the program. A student who earns unsatisfactory grades (grade of less than B minus) in two or more nursing courses in any semester is not eligible to repeat the courses and will be required to withdraw from the program.

In clinical practice, students must receive a grade of B minus or better on the final faculty and preceptor clinical evaluations to pass the course and progress into the next semester. If a student is not performing satisfactorily in clinical according to the preceptor and/or faculty site visitor, a final faculty visit and evaluation of clinical performance will be made by a full-time faculty member, and this final grade must be B minus or better to pass the course.

A student who receives a grade of Incomplete (I) in any nursing courses or practica must meet all course requirements for conversion to a grade before the start of the subsequent semester.

For post-master’s students, transfer students, or students returning from an elective leave of absence during their course of study, selected courses must have been completed within a specified period of time. For Pathophysiology, credit will be recognized if the course was taken during the previous five years. For Advanced Health Assessment, Pharmacology and any program specialty course, credit will be recognized if the course was taken during the previous three years. For any of these courses which do not meet the specified period of time, the course must be re-taken for credit. Students may be asked to audit courses if the interruption to the continuity of their curriculum plan has been significant.

At the end of each semester, the chair of the graduate nursing programs reviews the cumulative GPA and academic record of graduate nursing students. The graduate nursing program chair will notify both the associate dean and the student in writing, of the student’s failure to meet the academic requirements. Students who are performing at an unsatisfactory level will be: a) placed on probation, b) suspended or c) dismissed. Students placed on academic probation remain in their program but must take specified corrective action in order to meet program performance standards. Students should meet with their advisors to identify learning strategies to help them accomplish these goals and the student should draft a list or narrative of these strategies, which will serve as a learning contract. A copy of this contract will be placed in the student’s folder and should be reviewed periodically with their advisor. Students must demonstrate a significantly increased GPA at the end of that semester in order to continue in the program. Students placed on suspension may also need to take specified actions as directed by the academic dean, graduate nursing program chair or academic adviser.

Appeal Process

1. A student wishing to appeal a progression decision must write a letter to the chair of the graduate nursing program within one week of receiving notice of his/her inability to progress.
2. Appeals will be considered by a Faculty Appeals Committee and results will be communicated in writing to the student.
3. A student wishing to appeal a course grade should follow the grade appeal process (http://catalog.qu.edu/university-policies/procedure-appeal-final-grade/).

HM 600. Foundations of Health Care Management. 3 Credits.
This course expands the student’s understanding of: 1) the organization and functions of various health services organizations/systems and their interrelationships; 2) basic concepts of management planning, organizing, leading, staffing and controlling as they relate to issues critical to the mission and strategic positioning of the organization/system; and 3) the utilization of scarce resources to deliver optimum health care at reasonable cost.
Offered: Every year, Fall

NUR 380. Health Promotion and Wellness. 3 Credits.
This course focuses on health promotion, wellness and disease and injury prevention across the lifespan. Individual prevention strategies and health interventions are explored. Open to RN-BSN students only.
Offered: Every year, Fall Online

NUR 382. Nursing Science and Information Literacy. 3 Credits.
This online course examines nursing science and its use in nursing practice. Students are introduced to clinical reasoning and disciplinary and interdisciplinary concepts. This course also focuses on information literacy and information management in the delivery of quality patient care.
Offered: Every year, Fall Online
NUR 410. Integrative Health and Healing. 3 Credits. This course explores the core holistic concepts of nutrition, fresh air, light, quiet, and cleanliness as they relate to contemporary integrative health practices and interventions ranging from nutrition to meditation and their application to whole person health.

Offered: Every year, Fall Online

NUR 475. Research and Evidence-Based Practice Fieldwork Experience. 1 Credit. This course facilitates the student’s ability to synthesize knowledge learned in concurrent semester coursework. Students demonstrate competency by developing, implementing and evaluating an outcomes-based project in a clinical setting. Open to RN-BSN students only.

Corequisites: Take NUR 478.

Offered: Every year, Fall Online

NUR 477. Community and Public Health Nursing Fieldwork Experience. 1 Credit. This course facilitates the student’s ability to synthesize the knowledge learned in concurrent semester course work. Students demonstrate competency by developing, implementing and evaluating an outcomes-based project in a clinical setting. Open to RN-BSN students only.

Offered: Every year, Spring Online

NUR 478. Evidence-Based Nursing Practice. 3 Credits. This course focuses on the knowledge, attitudes, and skills necessary for evidence-based decision making in clinical practice. Students learn the basic elements of evidence-based practice and use evidence to improve practice. The course includes one credit of application in a fieldwork setting.

Corequisites: Take NUR 475.

Offered: Every year, Spring Online

NUR 479. Contemporary Issues and Roles in Nursing Fieldwork Experience. 1 Credit. This course facilitates the student’s ability to synthesize the knowledge learned in concurrent semester course work. Students demonstrate competency by developing, implementing and evaluating an outcomes-based project in a clinical setting. Open to RN-BSN students only.

Corequisites: Take NUR 486.

Offered: Every year, Summer Online

NUR 480. Interprofessional Practice and Quality Improvement. 3 Credits. This course describes and applies quality improvement methods to address problems identified in practice and actions needed to effect a positive change for care. The process and significance of interprofessional practice and collaboration in the delivery of patient care and in engagement with performance improvement are described. Open to RN-BSN students only.

Offered: Every year, Summer Online

NUR 484. Community and Population Health Nursing Fieldwork. 3 Credits. This course investigates concepts of community and public health nursing. Emphasis is on health promotion with a focus on the role of the community and public health nurse for individuals, groups, and populations. The delivery of safe, evidence-based, holistic centered care is demonstrated during fieldwork conducted in a community setting.

Offered: Every year, Fall Online

NUR 486. Contemporary Issues and Roles in Nursing Practice. 3 Credits. This course analyzes trends and issues in contemporary health care and their effect on the consumer, the nursing profession, and society. It incorporates social intelligence, diversity awareness, creativity and sensitivity required for leadership roles and management functions in dynamic health care environments. This course includes 1 credit of clinical practice.

Corequisites: Take NUR 479.

Offered: Every year, Fall Online

NUR 492. Special Topics in Health Care. 2 Credits. The latest developments and concepts in the field of health care are presented. Students examine current or emerging topics from multiple perspectives through readings, discussions and multimedia presentations. Students engage in a holistic examination of current issues in health care. The content of this course varies from semester to semester based on relevant contemporary issues in health care.

Offered: Every year, Summer Online

NUR 500. Biostatistics. 1 Credit. This biostatistics course is an introduction to probability concepts and statistical tests currently used in the biological and health sciences. The course covers the application of statistics to data analysis. An emphasis is placed on inferential statistics, which includes estimation, confidence intervals, means, variances and proportions.

Offered: Every year

NUR 514. Epidemiology and Population Health. 2 Credits. This course introduces epidemiologic principles, methods and data used in advanced nursing practice. Data and evidence from research are used to: assess acute and chronic population health problems/topics, provide effective possible interventions; and address and examine outcomes.

Offered: Every year, Spring and Summer

NUR 516. Health Policy and Organizational Systems. 2 Credits. This course provides an introduction to various social and political policy environments impacting advanced nursing practice and health care systems. Students examine issues that inform health care policy, organization and financing. Nursing’s advocacy role in shaping policy in organizational, social and political venues is emphasized.

Offered: Every year, Fall and Summer

NUR 540. Educational Principles for the Health Care Professional. 3 Credits. This course examines the theoretical perspectives of education as it relates to educational leadership and professional development for adult learners. Teaching/learning theories, models and principles are examined as preparation for the design, development, evaluation and revision of professional development-related curricula. Instructional strategies and teaching techniques adapted for diverse populations are explored.

Offered: Every year, Fall Online

NUR 541. Informatics Fieldwork Experience. 1 Credit. This 1-credit practicum provides the opportunity for students to apply essential knowledge and skills in health care informatics. (120 practicum hours)

Offered: Every year, Summer Online

NUR 542. Introduction to Health Care Finance. 2 Credits. This 2-credit online graduate course provides an overview of basic budgeting concepts and processes integral to project planning and project management. Students also are introduced to foundational principles of marketing.

Offered: Every year, Summer Online
NUR 543. Capstone. 3 Credits.
This capstone practicum is a culminating experience integrating knowledge and skill learned in other courses into the practice setting. Students complete a synthesis practicum that is an intensive mentored experience in operational leadership in a selected area of interest. (1-credit seminar, 2 credits/240 hours of practicum)
Offered: Every year, Spring Online

NUR 544. Introduction to Informatics. 3 Credits.
This online course provides essential knowledge and skills in health care informatics to enhance the quality of patient care and outcomes through the assessment, development, implementation, use and evaluation of information technologies. It prepares the nurse to support evidence-based practice and manage patient-care technologies to deliver and enhance interprofessional care and communication for improved coordination of care. The 1-credit practicum provides the opportunity for students to apply essential knowledge and skills in health care informatics. (120 practicum hours)
Offered: Every year, Summer Online

NUR 602. Principles of Ethical Theory in Nursing. 1 Credit.
This course facilitates the student's formulation of a theoretical basis for ethical judgment at an advanced level of practice. Students analyze ethical theory and debate responses to ethical problems in advanced nursing practice.
Offered: Every year, Fall and Summer Online

NUR 613. Nursing Leadership Seminar: Applying Data to Practice. 2 Credits.
This online seminar develops students' skills in identifying, critiquing and applying data in health care. Students investigate evidence-based research and how that data is used to improve health system outcomes. In addition, they examine electronic data transfer methods and displays that illustrate performance. Finally, students debate the ethical aspects of data access, security and use.
Offered: Every year, Spring Online

NUR 688. Human Factors and Patient Safety. 3 Credits.
This course examines issues related to human error and patient safety with an emphasis on crisis management. Students explore the theoretical basis of human error, patient safety and quality assurance in health care. This course introduces a systems approach to error investigation and analysis, and integrates concepts of teamwork, crisis management, simulation and monitoring systems in medical practice.
Offered: Every year, Fall and Spring

OL 601. Foundations of Organizational Behavior and Leadership. 3 Credits.
This course explores foundational concepts of leadership through the exploration of traditional leadership theory cultural, emotional and social intelligence, and power and politics. Contemporary issues in leadership provide opportunity for practical application and personal reflection.
Offered: Every year, All

OL 630. Performance Management and HR Analytics. 3 Credits.
This course focuses on the theoretical and practical application of performance management and HRIS. The importance of an effective performance management system is examined. An effective performance management system includes a continuous process of identifying factors and integrated approaches that align individual and team competencies with organizational goals. Students gain a conceptual understanding of key factors involved in assessing performance management systems in small and large organizations.
Prerequisites: Take OL 601.
Offered: Every year