E A S T
CAROLINA
UNIVERSITY

Office of the Dean
744-6433

To: University Graduate Curriculum Committee

From: Elaine S. Scott, RN PhD – College of Nursing

Re: Course Revisions and Request for Post-Master's Certificate in Nursing Leadership

Date: 3/24/08

Attached you will find requests for two course revisions and a request to add a post-master's certificate in nursing leadership. An overview of these requests follows:

Revision of NURS 6977 and NURS 6978

Students who chose to pursue the MSN Nursing Leadership concentration can focus in acute care, community-based, or nursing educational leadership. NURS 6977 and 6978 are the practicum or clinical courses for the MSN-Nursing Leadership concentration. During these courses students are placed with a nurse executive that serves as a preceptor for a 126 hour onsite experience in a facility that reflects the focus area of the student. When these two courses were originally designed the concentration did not have these focus areas, so the language of the objectives were oriented to acute care leadership. The new language is more generalized and applicable in any of the three settings.

Post Masters Certificate in Nursing Leadership

The MSN Nursing Leadership concentration is the only concentration in the College of Nursing that does not offer a Post Masters certificate program. We have had an increasing number of requests for this certificate program as the health system has become more complex and economically driven. Nurse Practitioners, Clinical Nurse Specialists, and Nurse Educators moving into leadership roles will be able to pursue this post-master's certificate to gain educational competency in the management of financial and human resources. A detailed overview of the certificate program is provided.

Thank you for your consideration of these requests.

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Signature Form for GCC Curricula Changes

Course Number/Degree under Revision: NURS 6977, 6978, Post Masters Certificate Program in Nursing Leadership

Originating Unit: College of Nursing

	Date	Name (print)	Signature
Unit Chair	3/20/08	MARY ANN ROSE	_Mary Ann Rose_
College Curriculum Committee Chair	3/20/08	Nancy Stephenson	_Nancy Stephenson_
College Dean	3/20/08	Sylvia T. Brown	_Syl J. Bro_
Chair, CTE (for programs affecting teacher education)			
Chair, GCC			
Dean, Graduate School			

Originating College: _____

OVERVIEW OF POST-MASTER'S CERTIFICATE IN NURSING LEADERSHIP

Statement of Educational Objectives: The post-master's certificate in nursing leadership prepares nursing professionals to serve as leaders within multiple settings and specialty areas. Students may choose from one of three foci for specialization: Leadership in Acute Care Health Systems, Leadership in Community-Based Health Systems, or Leadership in Health Care Educational Systems. All nurses who earn this certificate acquire knowledge and practice in administrative and organizational theory and ethics, financial management, and human resource management. Other courses are based upon the specialty focus and prepare the nurse for the particular leadership demands of that system. This post-master's certificate is offered 100% online.

Admission Requirement: Admission to the post-master's certificate option requires the student to meet the minimum admission requirements for graduate study of the university and the following requirements of the College of Nursing:
- A master's degree in nursing from a nationally accredited nursing program
- Current non-restricted license to practice as a registered nurse (RN) in North Carolina or a NCSBN compact state
- A one-page personal statement describing the applicant's interest in graduate study, career goals, and the certificate's relationship to those goals
- Three professional references, with one reference from an individual who is knowledgeable of the applicant's nursing practice
- One year clinical experience as a RN
- A personal interview with a member of the graduate faculty

Statement of Course Sequence: See attached

Statement of how proposed course sequences meet educational objectives:

Courses offered through the certificate program provide students with leadership education in the areas of financial and human resource management as well as administrative and organizational theory. This provides a basic framework for leadership competency. Additionally, courses required for the focus area in the masters program are also required for the post-masters certificate in nursing leadership.

Statement of the need for the proposed program: The College of Nursing has received a number of requests by interested students to consider the development of this post-master's certificate program. Additionally, a review of regional Colleges of Nursing that were offering an administrative masters also offered a post master's certificate in administration. MSN prepared nurses with a clinical focus often have a career trajectory which leads to a leadership or management position. These nurses, while expert clinicians, need additional advanced preparation in leadership.

Catalogue Copy:

Nursing Leadership (Acute Care Focus):
NURS 6971, 6984, 6973, 6974, 6977,* 6983, 6985 - 18 -22 s.h.
Nursing Leadership (Community Based Focus):
NURS 6310, 6311, 6971, 6973, 6974, 6977,* 6983, 6985 – 18-22 s.h.
Nursing Leadership (Education Focus):
NURS 6903, 6904, 6909, 6973, 6974, 6977,* 6983 – 18 -22 s.h.

* If < 2yrs of leadership experience in focus area, a 4 hr practicum NURS 6977 will be required.

Applicants for the nursing leadership post-master's certificate, in addition to the general admission criteria, must have two years of current practice experience as a RN in a leadership role for the focus area of study or additional course work may be required.

Post Masters Certificate	Required Courses for Post-Master's Certificate (Hours)
Nursing Leadership (Proposed) * If < 2yrs of leadership experience in focus area, a 4 hr practicum NURS 6977 will be required	Acute Care Focus: NURS 6971 (3) NURS 6984 (3) NURS 6985 (3) NURS 6973 (3) NURS 6974 (3) NURS 6983 (3) NURS 6977 (4)* **Total = 18-22 hrs** Community Focus: NURS 6310 (3) NURS 6311 (3) NURS 6971 (3) NURS 6973 (3) NURS 6974 (3) NURS 6983 (3) NURS 6977 (4)* **Total = 18-22 hrs** Education Focus: NURS 6903 (3) NURS 6904 (3) NURS 6909 (3) NURS 6973 (3) NURS 6974 (3) NURS 6983 (3) NURS 6977 (4)* **Total = 18-22 hrs**

Names of Faculty:

Dr. Elaine Scott – Program Coordinator
Dr. Connie Mullinix
Dr. Bob Thompson

Post-Master's Nursing Leadership

Acute Care Focus - Curriculum Plan

First Year Students	Fall Semester	NURS 6973 Management of Human Resources and Professional Relationships in Nursing leadership	3
		NURS 6974 Financial Management and Decision-Making in Nursing Leadership	3
		NURS 6984 Advanced Nursing Informatics	3
		Semester Total	9
	Spring Semester	NURS 6983 Administrative and Organizational Theory and Ethics: Applications in Nursing	3
		NURS 6985 Management of Clinical Services Delivery and Outcomes	3
		NURS 6971 Health Policy, Law, and Regulation	3
		Semester Total	9
	Summer I	* NURS 6977 Nursing Leadership Practicum I (required only if student lacks required leadership experience)	4
		Semester Total	4
Curriculum Total			18-22

* Additional coursework may be required depending on the student's past education and work experience: NURS 6977 – Nursing Leadership Practicum I

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Post-Master's Nursing Leadership Education Focus - Curriculum Plan

First Year Students	Fall Semester	NURS 6973 Management of Human Resources and Professional Relationships in Nursing leadership	3
		NURS 6974 Financial Management and Decision-Making in Nursing Leadership	3
		NURS 6903 Curriculum Development in Nursing	3
		Semester Total	9
	Spring Semester	NURS 6983 Administrative and Organizational Theory and Ethics: Applications in Nursing	3
		NURS 6904 Educational Concepts, Theories and Strategies in Nursing	3
		NURS 6909 Evaluation in Nursing Education	3
		Semester Total	9
	Summer I	* NURS 6977 Nursing Leadership Practicum I (required only if student lacks required leadership experience)	4
		Semester Total	4
Curriculum Total			18-22

* Additional coursework may be required depending on the student's past education and work experience: NURS 6977 – Nursing Leadership Practicum I

Post-Master's Nursing Leadership

Community-based Focus - Curriculum Plan

First Year Students	Fall Semester	NURS 6973 Management of Human Resources and Professional Relationships in Nursing leadership	3
		NURS 6974 Financial Management and Decision-Making in Nursing Leadership	3
		NURS 6310 Advanced Community Health Nursing I	3
		Semester Total	9
	Spring Semester	NURS 6983 Administrative and Organizational Theory and Ethics: Applications in Nursing	3
		NURS 6311 Advanced Community Health Nursing II	3
		NURS 6971 Health Policy, Law, and Regulation	3
		Semester Total	9
	Summer I	* NURS 6977 Nursing Leadership Practicum I (required only if student lacks required leadership experience)	4
		Semester Total	4
Curriculum Total			18-22

* Additional coursework may be required depending on the student's past education and work experience: NURS 6977 – Nursing Leadership Practicum I

Graduate Curriculum Committee
Course Proposal Form for
Courses Numbered 5000 and Higher

Note: Before completing this form, please carefully read the accompanying instructions.

1. **Course Prefix and Number:** | NURS 6977 | 2. **Date:** | 1/27/08 |

3. **Requested Action** (check only **one** box):

	New Course
X	Revision of Active Course
	Revision & Unbanking of a Banked Course
	Renumbering of an Existing Course from

from	#	to	#

4. **Justification (assessment or accreditation based) for new course or course revision or course renumbering:**

> Revisions are based upon MSN evaluation data, review of comparable graduate nursing programs, the Essentials Document for Graduate Education and the NLNAC's Standards and Criteria for Masters Degree Programs (2003).

5. **Course description exactly as it should appear in the next catalog:**

> 6977. Nursing Leadership Practicum I (4). P/C: NURS 6001, 6002, 6983, or consent of instructor. Participative observation and analysis of organizational and administrative theory and ethics within nursing leadership practice environments.

6. **If this is a course revision, briefly describe the requested change:**

> Program growth has led to the separation of practicum students within the three focus areas (Acute Care, Community-Based, and Educational Systems) of the MSN- Nursing Leadership Concentration. The objectives were revised to better accommodate the learning needs of the practicum experience, regardless of the focus area.

7. Graduate Catalog Page Number from current Graduate catalog:

276

Course Credit:

Lecture Hours		Weekly	OR		Per Term	Credit Hours		s.h.
Lab	2	Weekly	OR		Per Term	Credit Hours	1	s.h.
Studio		Weekly	OR		Per Term	Credit Hours		s.h.
Practicum	9	Weekly	OR		Per Term	Credit Hours	3	s.h.
Internship		Weekly	OR		Per Term	Credit Hours		s.h.
Other (e.g., independent study) Please explain.								
						Total Credit Hours	4	s.h.

9. Anticipated annual student enrollment:

20

10. Affected Degrees or Academic Programs:

Degree(s)/Course(s)	Current Catalog Page	Changes in Degree Hours
Masters in Nursing Science - Nursing Leadership Concentration	276	**No change in degree hours**

11. Overlapping or Duplication with Affected Units or Programs:

X	**Not Applicable**
	Notification & response from affected units is attached

12. Approval by the Council for Teacher Education (required for courses affecting teacher education programs):

X	**Not Applicable**
	Applicable and CTE has given their approval.

13. Statements of Support:

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3/24/2008

a. Staff

X	Current staff is adequate
	Additional Staff is needed (describe needs in the box below):

b. Facilities

X	Current facilities are adequate
	Additional Facilities are needed (describe needs in the box below):

C. Library

X	Initial library resources are adequate
	Initial resources are needed (in the box below, give a brief explanation and an estimate for the cost of acquisition of required initial resources):

d. Computer resources

X	Unit computer resources are adequate
	Additional unit computer resources are needed (in the box below, give a brief explanation and an estimate for the cost of acquisition):
X	ITCS Resources are not needed
	The following ITCS resources are needed (put a check beside each need):

	Mainframe computer system
	Statistical services
	Network connections
	Computer lab for students

Approval from the Director of ITCS attached

14. **Course information:** *see Instructions for Completing the Graduate Curriculum Committee Course Proposal Form for more detail*

   a. **TEXTBOOK(S): author(s), name, publication date, publisher, and city/state/country**

   Yukl, G. A. (2006). Leadership in Organizations 5th ed. AIPI. ISBN 0130323128

   b. **Course objectives student –centered behavioral objectives for the course –**

   Upon completion of this course the student will be able to:
   1. Evaluate administrative, organizational, and ethical dimensions of nursing leadership in practice environments.

2. Analyze the influence of current health care trends, policy, social, economic, and legal issues among nursing leadership and practice environments.

3. Analyze organizational culture, leadership behaviors, and evaluation methods in nursing practice environments.

4. Apply theories, strategies, and evidence-based research relevant to nursing leadership.

5. Develop nursing leadership competencies.

c. A course content outline

Clinical course

d. A list of course assignments and weighting of each assignment and the grading/evaluation system for determining a grade.

Participation in seminar	20%
Practicum Analysis Papers/PPT	30%
Practicum Journal	20%
Preceptor's Evaluation	30%

The grade scale will be as follows:

A = 93-100 - Excellent
B = 85-92   - Good
C = 78-84   - Passed
F = 77 and below – Failure

EAST CAROLINA UNIVERSITY
COLLEGE OF NURSING

NURSING LEADERSHIP PRACTICUM I
NURS 6977 SYLLABUS

I.   **Course Number:**   NURS 6977

II.   **Course Title:**   Nursing Leadership Practicum I

III.   **Credit Hours:**   4 s.h.

IV.   **Allocation of Time:**   2 hours online seminar per week
                                     9 hours of clinical per week

V.   **Placement in Curriculum:** Graduate level course

VI.   **Pre-& Co-requisites:**   NURS 6001, 6002, 6983, or permission of
                                     instructor

VII.   **Course Description:**

        Participative observation and analysis of organizational and
        administrative theory and ethics within nursing leadership practice
        environments.

VIII.   **Faculty:**

IX.   **Course Objectives/Competencies:**
        Upon completion of this course the student will be able to:

        1. Evaluate administrative, organizational, and ethical dimensions of
           nursing leadership in practice environments.

        2. Analyze the influence of current health care trends, policy, social,
           economic, and legal issues among nursing leadership practice
           environments.

        3. Analyze organizational culture, leadership behaviors, and evaluation
           methods in nursing practice environments.

        4. Apply theories, strategies, and evidence-based research relevant to
           nursing leadership.

        5. Develop nursing leadership competencies.

X.   Teaching Strategies:
Seminar & Analysis Papers
Practicum in a health system.

XI.   Evaluation Methods:

Participation in seminar	20%
Practicum Analysis Papers/PPT	30%
Practicum Journal	20%
Preceptor's Evaluation	30%

The grade scale will be as follows:
A = 93-100
B = 85- 92
C = 78- 84
F=77 and below

East Carolina University seeks to fully comply with the Americans with Disabilities ACT (ADA). Students requesting accommodations based on a covered disability must go to the Department for Disability services, located in Brewster A-114, to verify the disability before any accommodations can occur. The telephone number is 252-328-6779.

XII.   Required Texts: Yukl, G. A. (2006). Leadership in Organizations 5th ed. AIPI. ISBN 0130323128

XIII.   Learning Environments & Activities

Graduate Curriculum Committee
Course Proposal Form for
Courses Numbered 5000 and Higher

Note: Before completing this form, please carefully read the accompanying instructions.

1. Course Prefix and Number: | NURS 6978 · | 2. Date: | 1/27/08 |

3. Requested Action (check only **one** box):

	New Course		
X	Revision of Active Course		
	Revision & Unbanking of a Banked Course		
	Renumbering of an Existing Course from		
	from	#	to	#

4. Justification (assessment or accreditation based) for new course or course revision or course renumbering:

> Revisions are based upon MSN evaluation data, review of comparable graduate nursing programs, the Essentials Document for Graduate Education, and the NLNAC's Standards and Criteria for Masters Degree Programs (2003).

5. Course description exactly as it should appear in the next catalog:

> **Pre-& Co-requisites:** NURS 6001, 6002, 6994, 6977, & 6983 or permission of instructor
> Advanced practice of organizational & administrative theory and ethics within nursing leadership practice environments.

6. If this is a course revision, briefly describe the requested change:

> Program growth has led to the separation of practicum students within the three focus areas of the MSN- Nursing Leadership Concentration. The objectives were revised to better accommodate the learning needs of the practicum experience, regardless of the focus area.

7. Graduate Catalog Page Number from current Graduate catalog:

233

Course Credit:

Lecture Hours		Weekly	OR		Per Term	Credit Hours		s.h.
Lab	2	Weekly	OR		Per Term	Credit Hours	1	s.h.
Studio		Weekly	OR		Per Term	Credit Hours		s.h.
Practicum	9	Weekly	OR		Per Term	Credit Hours	3	s.h.
Internship		Weekly	OR		Per Term	Credit Hours		s.h.
Other (e.g., independent study) Please explain.								
					Total Credit Hours		4	s.h.

9. **Anticipated annual student enrollment:**

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20

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10. **Affected Degrees or Academic Programs:**

Degree(s)/Course(s)	Current Catalog Page	Changes in Degree Hours
Masters in Nursing Science –Nursing Leadership Concentration	**226**	**No change in degree hours**

11. **Overlapping or Duplication with Affected Units or Programs:**

X	**Not Applicable**
	Notification & response from affected units is attached

12. **Approval by the Council for Teacher Education (required for courses affecting teacher education programs):**

X	**Not Applicable**
	Applicable and CTE has given their approval.

13. **Statements of Support:**
    a. Staff

X	**Current staff is adequate**
	Additional Staff is needed (describe needs in the box below):

b. Facilities

X	Current facilities are adequate
	Additional Facilities are needed (describe needs in the box below):

C. Library

X	Initial library resources are adequate
	Initial resources are needed (in the box below, give a brief explanation and an estimate for the cost of acquisition of required initial resources):

d. Computer resources

X	Unit computer resources are adequate
	Additional unit computer resources are needed (in the box below, give a brief explanation and an estimate for the cost of acquisition):
X	ITCS Resources are not needed
	The following ITCS resources are needed (put a check beside each need):
	Mainframe computer system
	Statistical services
	Network connections
	Computer lab for students
	Approval from the Director of ITCS attached

14. **Course information:** *see Instructions for Completing the Graduate Curriculum Committee Course Proposal Form for more detail*

   a. **TEXTBOOK(S): author(s), name, publication date, publisher, and city/state/country**

   Yukl, G. A. (2006). Leadership in Organizations 5th ed. AIPI. ISBN 0130323128

   b. **Course objectives student –centered behavioral objectives for the course –**

   Upon completion of this course the student will be able to:

   1. Synthesize administrative, organizational, and ethical theories for leadership application in practice environments.

   2. Develop strategies for managing organizational constraints and specific leadership challenges within practice environments.

   3. Analyze the application of evidence-based research in nursing leadership practice environments.

   4. Demonstrate nursing leadership competency.

c. A course content outline

Clinical course

d. A list of course assignments and weighting of each assignment and the grading/evaluation system for determining a grade.

Online Seminar	20%
Project Management Plan	15%
Practicum Project Journal	20%
Preceptor's Evaluation	30%
Self-Assessment Paper	15%

The grade scale will be as follows:
A = 93-100 - Excellent
B = 85- 92 - Good
C = 78- 84 - Passed
F = 77 and below - Failure

EAST CAROLINA UNIVERSITY
COLLEGE OF NURSING

NURSING LEADERSHIP PRACTICUM II
NURS 6978 SYLLABUS

I.   **Course Number:**   NURS 6978

II.   **Course Title:**   Nursing Leadership Practicum II

III.   **Credit Hours:**   4 s.h.

IV.   **Allocation of Time:**   2 hours seminar every week
                                    9 hours of clinical per week

V.   **Placement in Curriculum:** Graduate level course

VI.   **Pre-& Co-requisites:**   NURS 6001, 6002, 6994, 6977, & 6983 or
                                    permission of instructor

VII.   **Course Description:**

Advanced practice of organizational & administrative theory and ethics
within nursing leadership environments.

VIII.   **Faculty:**

IX.   **Course Objectives/Competencies:**
        Upon completion of this course the student will be able to:

1. Synthesize administrative, organizational, and ethical theories for
    Leadership applications in practice environments.

2. Develop strategies for managing organizational constraints and
    specific leadership challenges within practice environments.

3. Analyze the application of evidence-based research in nursing
    leadership practice environments.

4. Demonstrate nursing leadership competency.

X.   **Teaching Strategies:**
        Online Seminar
        Analysis Papers
        Supervised practicum in a health system

XI. **Evaluation Methods:**

Online Seminar	20%
Project Management Plan	15%
Practicum Project Journal	20%
Preceptor's Evaluation	30%
Self-Assessment Paper	15%

The grade scale will be as follows:
A = 93-100
B = 85- 92
C = 78- 84
F= 77 and below

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XII. **Required Texts:** Yukl, G. A. (2006). Leadership in Organizations 5th ed. AIPI. ISBN 0130323128

XIII. **Learning Environments & Activities**