



GRADUATE CATALOG

2017 - 2018

TABLE OF CONTENTS

TABLE OF CONTENTS	1
GRADUATE PROGRAMS	2
INTRODUCTION.....	2
GRADUATE STUDIES MISSION.....	2
GRADUATE STUDIES COUNCIL	2
INSTRUCTION.....	2
GRADUATE STUDENT POLICIES AND PROCEDURES	3
GRADUATE ADMISSION	3
ADMISSION CRITERIA	3
ADMISSION PROCEDURES	4
ADMISSION DECISIONS	4
APPLICATION DEADLINES.....	5
ADMISSION NOTIFICATION	5
TRANSFER CREDIT	6
VERIFICATION OF STUDENT IDENTITY	6
COURSE OVERLOAD	8
COURSE REPEAT	8
GRADING SCALE	8
PROGRESSION	9
ACADEMIC PROBATION	9
ACADEMIC DISMISSAL.....	9
GRADUATION	9
FINANCIAL AID	10
GRADUATE PROGRAMS OF STUDY	11
MASTER OF SCIENCE IN NURSING (MSN)	11
PROGRAM OVERVIEW	11
PROGRAM GOALS.....	11
PROGRAM-STUDENT LEARNING OUTCOMES	12
PHILOSOPHY	12
CURRICULUM	15
MSN PROGRAM COURSES.....	15
PROGRAM SEQUENCE.....	16
ADMISSION	16
GRADUATION	17
STUDENT HEALTH.....	17
COURSE DESCRIPTIONS	18
INDEX	21

GRADUATE PROGRAMS

INTRODUCTION

Graduate academic programs build upon the foundation of baccalaureate education with a continuing focus on ethical, professional, and intellectual development. Graduate education is designed to enhance both knowledge and expertise in specific academic disciplines and individual areas of professional practice. Emphasis is placed on preparing graduates who think critically and creatively engage in research and scholarship, demonstrate excellence in their discipline, and are socially and ethically responsible. The most visible activity of graduate education is the intellectual interaction of faculty and students involved in learning and devoted to advancing knowledge in their fields. Supporting these endeavors are academic leaders in the College, who are committed to providing an atmosphere in which graduate education and research can flourish.

GRADUATE STUDIES MISSION

Mercy College Graduate Programs promote a distinct and collaborative learning environment rooted in the Catholic intellectual tradition. Graduate programs support intellectual inquiry within the specific discipline and prepare students to respond to the ever-changing opportunities and challenges in the profession of healthcare.

GRADUATE STUDIES COUNCIL

The Graduate Studies Council, as the governing body of Mercy College's graduate programs, serves as the advocate for the advancement of graduate education and strives for standards of excellence, fairness, and equity in all graduate programs at Mercy College.

The Graduate Studies Council consists of representatives from each graduate program, faculty, members of the administrative staff, student affairs, and the librarian.

INSTRUCTION

All graduate programs at Mercy College of Ohio are delivered online. Courses are accessed via the Learning Management System (LMS), which allow for individual lessons, interaction with peers and professors, supplemental resources, and direct feedback from professors using innovative means of distant education delivery. Video, printed, and online learning tools, help ensure that students have learning opportunities available to them that equals or surpasses the traditional classroom model. Note: A student enrolled in a Practicum course will complete the course requirements in a geographical location near the student's residence.

GRADUATE STUDENT POLICIES AND PROCEDURES

The Graduate Catalog outlines all of the information, requirements, policies, and procedures specific to Mercy College's Division of Graduate Studies and graduate programs. Mercy College graduate students are expected to be familiar with the information, requirements, and policies and to abide by them. Failure to do so may impede a student's progress or may result in disciplinary action and, in some cases, dismissal. In addition to the information provided in the Graduate Catalog, students are responsible for knowing and abiding by all Mercy College requirements, policies, and procedures which can be located in the undergraduate catalog or the College website.

Mercy College website: <https://www.mercycollege.edu/>

Policies: <https://www.mercycollege.edu/my-mercy/compliance-consumer-information/>

Mercy College of Ohio is committed to providing equal opportunities for all persons regardless of race, color, national and ethnic origin, sex, sexual orientation, disability, age, marital status, religion, pregnancy, genetic information, and any other legally-protected class in admissions and educational programs, services and activities, in accordance with applicable federal and state law.

GRADUATE ADMISSION

Applicants to graduate programs at Mercy College of Ohio are assessed according to academic background, aptitude for graduate-level work, and professional experience.

ADMISSION CRITERIA

Applicants seeking admission to Mercy College graduate programs must:

- Possess a bachelor's or master's degree from a regionally accredited institution with a minimum 3.0 cumulative GPA (on a 4.0 scale)
- Applicant must be a Permanent Resident of the USA (Green Card holder) and present her/his Green Card to an admission officer to photocopy for the applicant's Mercy College application file.
- Applicants with international transcripts are required to submit transcripts to World Education Services (WES) for a course-by-course level evaluation and calculated cumulative grade point average (GPA). Contact WES at <http://www.wes.org>
- Applicants for whom English is a second language must complete the TOEFL (Test of English as a Foreign Language) within the past two (2) years with a minimum combined score (internet-based) of 80. Contact TOEFL at <http://www.ets.org/>.

PLEASE NOTE: Mercy College has not petitioned or received approval from the United States Department of Homeland Security to offer non-immigrant student's admission to the College. The College cannot issue the Immigration Form I-20.

Applicants to graduate programs are required to have access to the Internet. Students must be proficient with word processing software and have familiarity with other forms of technology that are required for online education.

ADMISSION PROCEDURES

Applicants must submit the following items to the Admissions Counselor in order to be considered for admission. Admission decisions are not made until all documentation has been received and evaluated.

STEPS FOR ADMISSION:

1. Application for Admission

Applications can be completed online at www.mercycollege.edu/. An application fee will be required at the time of submission to the Admissions Counselor.

2. Application Fee

Application fees are nonrefundable.

3. Academic Records

Applicants to the graduate programs must submit an **official** transcript(s) indicating successful completion of a baccalaureate degree program from a regionally accredited institution. An official transcript is one that is received directly from the educational institution attended or is sent to Mercy College within the original sealed, college or university envelope. Official transcripts should be sent to the Office of Admissions.

4. Resume' or Curriculum Vitae

Submission of a resume or curriculum vitae and a statement of purpose for seeking enrollment to graduate studies at Mercy College, including professional goals.

5. Letters of Reference

Submission of reference letters as determined by your program of study.

Additional Requirement for Admission

Please see the Program Specific Admissions Procedures in the individual program section of this Catalog for information regarding minimum grade-point-average requirements and additional items needed for acceptance.

ADMISSION DECISIONS

The Program Director and two faculty members for the individual's Graduate program determine the admission status of all prospective applicants. Admission is competitive and the best applicants will be given first consideration. Admission is not guaranteed.

Mercy College and the Graduate Studies make the following admission decisions based on the status of the application materials.

Full Admission

Applicant has submitted application, all required documents, and fees required for the Graduate Studies program.

Conditional Admission

Applicant is missing one to two required components of the application materials and is admitted conditionally based on the receipt of the missing component(s).

Special Status Admission

Applicants who wish to take a graduate level course, but is not admitted to a graduate program, may be admitted as a special status student. The graduate program’s director and the course faculty must approve admission into a course.

Special Status Students – Individuals taking classes for their own interest or knowledge or who have already earned a college degree and want to take classes for personal and/or professional development.

Provisional Admission

Applicants not meeting the required 3.0 cumulative GPA who have at a minimum a 2.7 cumulative GPA in their baccalaureate studies may request consideration for provisional admission by writing a letter of appeal to the Director of the program. In order to be removed from provisional status, a cumulative graduate GPA of 3.0 and no grade less than a B through the end of the first semester of enrollment. Students admitted on a provisional status who do not achieve a cumulative GPA of 3.0 or have earned a grade less than a B at the end of the first semester of enrollment will be dismissed from the program and may not apply for re-admission.

Denied Admission

An applicant who is missing several parts of the required application materials, or does not meet the minimum qualifications for acceptance to the individual’s Graduate Studies program.

APPLICATION DEADLINES

Application deadlines are as follows:

- Spring semester, October 15th
- Summer semester, February 15th
- Fall semester, April 15th

Applications received after these deadlines will be considered on a space available basis.

ADMISSION NOTIFICATION

When all required items have been received, applicants will be notified of an admission decision from the appropriate academic department. Course registration information, pertinent information about financial check-in, and orientation for courses are included in the letter of acceptance.

Admission notification decisions will be mailed to the applicant by the following dates:

- Spring semester, November 15th
- Summer semester, March 15th
- Fall semester, May 15th

TRANSFER CREDIT

Please note the following rules regarding graduate transfer credit:

- A maximum of six semester credit hours can be transferred in accordance with the Mercy College Graduate residency requirement.
- Courses considered for transfer must have been taken within 7- years of admission.
- Only Graduate level courses completed with a grade of “B” or 3.00 from a regionally accredited institution of higher education will be considered for transfer.
- Courses requested for transfer will be evaluated by the Director of the specific graduate program in collaboration with the Student Records Office.

VERIFICATION OF STUDENT IDENTITY

This policy ensures that Mercy College of Ohio (“the College”) operates in compliance with the provisions of the United States Higher Education Opportunity Act (HEOA), Public Law 110-315, concerning the verification of student identity in distance education.

This policy applies to all credit-bearing distance education courses or programs offered by the College, beginning with the application for admission and continuing through to a student’s graduation, transfer, or withdrawal from the college. The purpose of this policy is to ensure that the College operates in compliance with the provisions of the United States Federal Higher Education Opportunity Act (HEOA) concerning the verification of student identity in distance education. The College complies fully with the provisions of the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g. This act protects the privacy of student information in distance education by requiring, with certain limited exceptions, that the student's consent must be obtained before disclosing any personally identifiable information in the student's education records.

Verification of student identity is a standard of admission at the College. The process for verification is as follows:

On-Line/Distance Learning programs

Prospective students applying for admission must provide the following to the admission officer during the application process:

1. A photocopy of his/her active driver’s license, active state issued identification card, U.S. Military ID, or U.S. Passport.
2. An additional form of identification such as: certificate of birth, U.S. Military ID, U.S. Passport, utility bill in student’s name at current address, formal work identification badge, active professional state licensure information.

This information must be mailed to the Admission Department (Attention: Student Verification) at 2221 Madison Avenue, Toledo, Ohio 43604. These items will be placed in the file of the prospective student as verification of identity.

Additionally, in accordance with HEOA, an institution providing distance education must have safeguards to ensure verification of student identity after admission has occurred. The Act requires that institutions use one of the following three methods to remain compliant with HEOA guidelines:

1. Provide students with a **secure login** and passcode;
2. Provide for **proctored examinations**; and
3. Provide **new or other technologies** and practices that are effective in verifying student identification.

Secure Login and Passcode

All students at the College are provided a User ID for secure access to college systems. Online students receive a packet of information with their Username and Student ID. Students have the option to change their password upon entry into any or all of the three systems that are accessible to them: *Canvas*, Student Information System (EMPOWER) and/or email. Should the student forget this password, the online Learning Management System (LMS), (*Canvas*) will issue a password reset link to the email of record. Students are responsible for providing their complete and true identity information in any identification verification process. It is against College policy for a user to give someone his or her password or to allow others to use his or her accounts.

In addition, the LMS, *Canvas* is ISO 27001 certified and they take appropriate security measures to protect against unauthorized access to or unauthorized alteration, disclosure or destruction of data. These include internal reviews of data collection, storage and processing practices and security measures, including appropriate encryption and physical security measures to guard against unauthorized access to systems where Personal Information is stored.

Phone Verification of Student Identity

For students who call the College to conduct student business, identity is verified through a three step process:

1. Students must verify birthdate.
2. Students must verify address of record.
3. Students must verify Student ID number.

Online Instruction

Online classroom instruction is formalized instruction in which the instructor presents an educational experience to students, applying any combination of instructional methods. The online, distance education offerings, uses primarily the Internet to deliver instruction either synchronously or asynchronously. However, the use of other communication such as video or voice conferencing may be used to supplement the internet environment.

If the class meets at a specified time online, the instructor must list the day and time of the week in the class schedule. Exclusive online courses have no land-based instruction. However, some courses require a land-based orientation and capstone project presentation, a land-based

service learning/practicum component with a practicum preceptor in attendance. Assessment of student learning (testing) may also require attendance at a proctored location.

COURSE OVERLOAD

During the Fall and Spring semester, if a student desires to register for more than 12 semester hours, he/she must gain approval from the student's advisor and Dean. During the Summer semester, if a student desires to register for more than 6 semester hours, he/she must gain approval from the student's advisor and Dean. To process the course overload a [Waiver/Substitution Form](#) must be obtained online or in the Student Records Office. This form should be completed and signed by the student's advisor and the Division Dean, and then submitted to the Student Records Office.

COURSE REPEAT

A student must retake for credit any course in which a grade of "C" or "F" has been earned. Only the second grade will be computed in the cumulative GPA; however, both grades will appear on the transcript. Students are not allowed to repeat a course more than one time.

GRADING SCALE

GRADE	PERCENTAGE	QUALITY POINTS
A	90-100	4.0
B	80-89.99	3.0
C	70-79.99	2.0
F	69.99 & below	0
I	Incomplete (No effect on grade point average)	
NG	No Grade reported per instructor at the time grades are due. (No effect on grade point average)	
R	Repeated course (See Course Repeat section in the Undergraduate Catalog; No effect on grade point average.)	
SP	Satisfactory Progress (No effect on grade point average)	
W	Withdrawal prior to mid-term (No effect on grade point average)	
WF	Withdrawal failing at or following mid-term	
WP	Withdrawal passing at or following mid-term (No effect on grade point average)	

SP – Satisfactory Progress

For specified graduate level courses, such as a thesis or a scholarly project, the grade of SP may be given to denote work in progress and is used for student work not completed at the end of a particular grading period. No credit is awarded until the final grade is recorded. SP grades require the student to enroll in a zero credit continuation course for each subsequent session until the course is complete. The student will be charged the equivalent of one (1) semester hour of tuition for this course. SP grades not complete within one calendar year from the last day of the semester will convert to an "F" grade.

PROGRESSION

In Good Standing

A student is expected to earn a minimum of a “B” grade in all attempted graduate degree courses. A “C” or “F” grade can only be earned in a graduate program one time and must be repeated to improve the grade. Graduate students cannot receive a “D” grade.

At the end of each semester, a student must have earned a cumulative grade point average of at least a 3.0 to be considered in “Good Standing” and allowed to progress in Mercy College’s graduate degree program.

ACADEMIC PROBATION

A student will be placed on academic probation when:

1. The cumulative grade point average in all graduate work attempted at Mercy College falls below a 3.0.
2. The student fails to comply, after due notice, with academic requirements or regulations as defined by the program of study.

As long as a student remains on academic probation, the student’s graduate program may impose enrollment restrictions. A student who fails to meet the requirements for progression in the graduate program may be academically dismissed from Graduate Studies. An academic dismissal notification will be sent by the Student Records’ Office to the student.

Removal from Academic Probation

The student will be removed from academic probation when the cumulative grade point average in all graduate coursework attempted at Mercy College is 3.0 or higher and/or when all other conditions have been met.

ACADEMIC DISMISSAL

A student will be academically dismissed for failure to maintain a 3.0 cumulative GPA or any of the following reasons:

- Second “C” or “F” is earned in a course in the graduate program
- Second withdrawal from a single graduate course
- Failure to achieve a cumulative GPA of 3.0 or higher within one semester of enrollment after being granted provisional admission.
- Failure to achieve a cumulative GPA of 3.0 or higher within two semesters after being placed on academic probation.

GRADUATION

The following general guidelines for graduation apply to each candidate for a graduate degree. Any additional requirements are specified in the section, which describes a particular program.

1. The complete program of study for the degree, as outlined in the catalog in effect when the student is accepted in the graduate program, must be successfully completed before graduation.

2. The student must have a cumulative GPA of 3.00 unless otherwise stated.
3. The maximum number of hours, which can be transferred, for credit toward the graduate degree is six hours.
4. The student must submit a Graduation Application to the Student Records Office one semester prior to graduation. (Refer to Academic Calendar for due date.)

FINANCIAL AID

The staff members of the Financial Aid Office are available to assist students in need of financial assistance and in determining eligibility for aid. Every effort is made to help students finance their education. For information regarding how to apply for financial aid and the types of financial aid available, please refer to the College website www.mercycollege.edu/tuition-aid/financial-aid. Financial aid information and policies can also be found in the Mercy College Undergraduate catalog.

GRADUATE PROGRAMS OF STUDY

MASTER OF SCIENCE IN NURSING (MSN)

PROGRAM OVERVIEW

The Master of Science in Nursing (MSN) program prepares baccalaureate nurses for the professional nursing practice role in leadership. “Graduates of master’s degree programs in nursing are prepared with broad knowledge and practice expertise that builds and expands on baccalaureate or entry-level nursing practice. This preparation provides graduates with a fuller understanding of the discipline of nursing in order to engage in higher-level practice and leadership in a variety of settings and commit to lifelong learning. For those nurses seeking a terminal degree, the highest level of preparation within the discipline, the new conceptualization for master’s education will allow for seamless movement into a research or practice-focused doctoral program” (AACN, 2006, 2010). The MSN program at Mercy College of Ohio is built on the College Mission and Values. The program focuses on principles of social responsibility, service, excellence in scholarship, and personal and professional development.

The Master of Science in Nursing program with a focus on leadership is a 36 credit hour program of study that aligns with the nine Essentials of Master’s Education in Nursing identified by the American Association of Colleges of Nursing (2011). The curriculum is designed to accommodate working nurses by providing all courses in an asynchronous, on-line, distant education platform with the exception of the practicum experiences that will be completed in a geographical location near the student’s residence. Students can complete the program in six semesters of study taking six credit hours per semester. The semesters are divided into 8-week sessions, so students take one course at a time, with the exception of the Capstone II course that runs the entire semester. The program of study must be completed in five years as measured by the first semester of enrollment through degree completion.

PROGRAM GOALS

The MSN program aims to:

- Promote excellence in the education of nurses for the advanced role as leaders in healthcare.
- Cultivate Christian values of compassion, excellence, human dignity, justice, sacredness of life and service in the profession of the nurse leader.
- Prepare graduates for the advanced role in nursing leadership through the application of nursing theory and evidence-based practice.
- Foster self-direction in pursuit of lifelong learning and personal and professional development.
- Prepares graduates to address top priorities in global health based on needs and emerging health issues.

PROGRAM-STUDENT LEARNING OUTCOMES

Upon completion of the MSN program at Mercy College of Ohio, the graduate will:

1. Demonstrate the core values of compassion, excellence, human dignity, justice, sacredness of life, and service within the advanced nursing practice role.
2. Employ holistic critical thinking and diagnostic reasoning to guide nursing actions in advanced nursing practice situations.
3. Develop articulate communication skills for use in client care, teambuilding, advanced practice, education, research, and leadership.
4. Function as a leader in advanced nursing practice.
5. Integrate scholarship into advanced professional practice through intellectual inquiry, generating scholarly activities, and unique nursing knowledge through research, and applying new knowledge to advanced nursing practice.
6. Demonstrate professional expertise in knowledge development, clinical practice, research, systems leadership, and communication technologies.
7. Synthesize and integrate knowledge from nursing and relevant sciences to influence quality care in advanced nursing practice that affects healthcare outcomes across varied populations.

PHILOSOPHY

Individual

Based on fundamental Christian principles, sacredness of life and human dignity, the individual is a creature of God, composed of body and soul, endowed with intellect and free will from which stems a person's integrity as a unique individual. Each individual has the right to be treated with respect and dignity. The individual is a complex being with unique values, beliefs, and life experiences that influence self-care behavior. Individuals have vast resources for self-directed behavior enabling them to make decisions, set goals, and take action to promote, maintain and restore health.

Society

Society is a complex social system comprised of unique individuals, groups, families, and communities existing within a changing environment. The environment includes spiritual, physical, psychological, cultural, social, technological, economic, geographic, ecological, and political forces. Changes in society influence the values and expectations placed upon healthcare professionals and institutions. The needs and influences of society impact the delivery of nursing care, and the continued development of nurse leaders will promote the advancement of the profession.

Health

Health is a dynamic state of bio-psycho-social-spiritual functioning of a person, family, group, or community. Health is viewed on a continuum through the lifespan and is described for given phases of the developmental process in relation to complex and changing interactions of biological, psychological, spiritual, social, and environmental dimensions. All individuals have

the right as well as a responsibility to maintain health based on their inherent capabilities, depth of knowledge, growth and development, environment, culture, perception of needs, and the accessibility to resources. Individuals, families, groups, and communities take deliberative actions to maintain an optimal state of health. The nursing profession initiates and supports efforts to assure access to quality health care for all individuals. Nursing collaborates with others in shaping health care policy.

Nursing

Nursing as a practice-based discipline, encompasses the components of nursing science, as well as, the art of nursing, personal knowing and ethics (Carper, 1978). The discipline synthesizes theoretical frameworks from nursing and other disciplines into an expanded knowledge base while integrating the arts, sciences, and humanities. The discipline is expressed in nursing practice, the development of theory, and interaction of scholarship.

As a caring service, nursing involves acting with compassion to design, provide, manage, and coordinate care for individuals, families, groups, and communities within established legal, ethical, and professional standards. Holistic nursing practice at the graduate level is further defined through the development and implementation of evidenced-based practice and culturally sensitive care.

As a member of the nursing profession, the graduate nurse is responsible and accountable for care management, positive patient care outcomes, and quality care. The graduate nurse, in partnerships with others, assures effective responses to the complexity of health issues. The graduate nurse functions as an advocate for individuals, families, groups, and communities through interdisciplinary collaboration delegation, education, and communication in the organization and management of care.

Learning

Graduate nursing education is on the continuum of life-long learning through which learners acquire advanced knowledge in leadership roles in healthcare. Learning is a reciprocal process in which the learner and faculty are active and willing participants.

Faculty members facilitate and promote learning in an environment, which fosters mutual trust, accountability, responsibility, self-expression, intellectual curiosity, critical thinking, and creativity. Faculty members recognize that learners enrich this environment by bringing to it a diversity of backgrounds, age, education, life experience and professional nursing practice. The success of the learner is dependent upon self-motivation, active participation, and goal directed behavior in the planned curriculum experiences.

Master of Science in Nursing

Master of Science in Nursing education prepares graduates with the multifaceted knowledge, skills, and values needed to practice advanced nursing with competence, compassion, and integrity. Advanced practice nursing is dependent upon the understanding and integrating nursing theory, evidence-based practice, human relations, strategic management, technology, and leadership in today's complex healthcare delivery systems.

Advanced practice nurses are prepared to function as nursing leaders in healthcare and educational settings. They are responsible for improving practice settings and patient care delivery, and for facilitating the education of nursing students, healthcare clients, and healthcare colleagues.

Professional Development

Changes in healthcare and the role of professional nurses mandate that nurses at the Master of Science in Nursing degree level are prepared in leadership roles in healthcare and nursing. Continued inquiry into theory, scholarship and practice provides the framework for facilitating personal and professional development in leadership roles.

MERCY COLLEGE OF OHIO
MASTER OF SCIENCE IN NURSING



CURRICULUM

The MSN curriculum is a 36 credit hour program of study that is designed to be completed in six semesters. Courses are offered in eight-week sessions so students can take one course at a time, with the exception of the Capstone II course that is offered in a 12-week session.

MSN PROGRAM COURSES

Course Number	Course Name	Credit Hours
NUR 510	Theoretical Foundations for Professional Nursing Practice	3
NUR 515	Research and Evidence-Based Practice	3
NUR 520	Healthcare Policy in the Global Community	3
NUR 525	Population-Based Healthcare	3(2 - 1)*
NUR 530	Informatics and Healthcare Technologies	3
NUR 535	Leadership and Strategic Management for Advanced Nursing Roles	3
NUR 540	Healthcare Systems and Organization for Nurse Leaders	3
NUR 545	Strategic Management of Human Resources	3
NUR 550	Capstone I	3
NUR 555	Financial Management in Healthcare	3
NUR 560	Leadership Practicum	3(0.5 - 2.5)*
NUR 565	Capstone II	3
	TOTAL CREDIT HOURS	36

*Practicum hours are based on a 15-week semester and are calculated as one credit hour for every 40-clock hours. Example: Leadership Practicum has 2.5 credit hours. Practicum hours are calculated as: 2.5 = 40 + 40 + 20 = 100 total clock hours.

PROGRAM SEQUENCE

YEAR 1		
SEMESTER I	SEMESTER II	SEMESTER III
<u>EIGHT WEEK 1 SESSION</u> NUR 510: Theoretical Foundations for Professional Nursing Practice	<u>EIGHT WEEK 1 SESSION</u> NUR 520: Healthcare Policy in the Global Community	<u>EIGHT WEEK 1 SESSION</u> NUR 530: Informatics and Healthcare Technologies
<u>EIGHT WEEK 2 SESSION</u> NUR 515: Research and Evidence-Based Practice	<u>EIGHT WEEK 2 SESSION</u> NUR 525: Population-Based Healthcare	<u>EIGHT WEEK 2 SESSION</u> NUR 535: Leadership and Strategic Management for Advanced Nursing Roles
YEAR 2		
SEMESTER IV	SEMESTER V	SEMESTER VI
<u>EIGHT WEEK 1 SESSION</u> NUR 540: Healthcare Systems and Organization for Nurse Leaders	<u>EIGHT WEEK 1 SESSION</u> NUR 550: Capstone I	<u>EIGHT WEEK 1 SESSION</u> NUR 560: Leadership Practicum
<u>EIGHT WEEK 2 SESSION</u> NUR 545: Strategic Management of Human Resources	<u>EIGHT WEEK 2 SESSION</u> NUR 555: Financial Management in Healthcare	<u>TWELVE WEEK SESSION</u> NUR 565: Capstone II

ADMISSION

Students seeking admission to the MSN program must meet the following criteria:

- Submit a completed graduate program application with required documents and fee.
- Possess a degree in nursing at the bachelor's level or higher from a regionally accredited institution and a professionally accredited (ACEN or CCNE) program.
- Submit official transcripts from all higher education institutions attended.
- Possess a minimum overall GPA of 3.0/4.0 scale on undergraduate and graduate course work.
- Proof of an active RN license with no restrictions.
- Submit a current professional resume or Curriculum Vitae and a statement of purpose. The statement of purpose (750-1000 words) should state your education and career goals and reason for seeking this degree.
- Provide three professional references using the forms provided. References, which may include your employer, previous nursing faculty, or nursing professionals with whom you have worked. (The applicant will send an electronic link to the person from whom they are seeking a reference. The person will identify his/her name, position, e-mail, phone number, and will complete a short survey about the applicant using an online application process, identifying personal and professional strengths.
- Once accepted into the program, complete a criminal background check and drug screening.

Additional Requirements

In accordance with the Centers for Disease Control (CDC) Immunization Recommendations for Colleges and Healthcare Workers and requirements specified by clinical agencies, Mercy College of Ohio has instituted the following policy:

- Physical Examination within the last year
- Current Basic Life Support (BLS) for Healthcare Providers (American Heart Association)
- Influenza vaccination within the last year and annually during enrollment
- Criminal Background Check
- Drug testing (5 panel urine drug screen)

Provisional Admission

Applicants not meeting the required 3.0 cumulative GPA who have at a minimum a 2.7 cumulative GPA in their baccalaureate studies may request consideration for provisional admission by writing a letter of appeal to the Dean of the program. In order to be removed from provisional status, a student must achieve a cumulative graduate GPA of 3.0 and earn a grade of “B” or higher through the end of the first semester of enrollment. Students admitted on a provisional status who do not achieve a cumulative GPA of 3.0 or have earned a grade less than a “B” at the end of the first semester of enrollment will be dismissed from the program and may not apply for re-admission.

Deferring Admission

Applicants who are admitted to the Mercy College of Ohio MSN program may choose to defer admission for up to one year.

Readmission to MSN Program

Any student who has withdrawn from the Nursing graduate program in good standing is eligible for readmission within one year. The student must submit a written request to the Director of the MSN program requesting readmission. Approval is contingent on space being available within the program and course availability relative to the individual’s progress to date.

GRADUATION

Master of Science in Nursing degree will be awarded to students who have successfully completed all required coursework in the graduate nursing curriculum, have a minimum of 36 semester hours, and have fulfilled all other requirements for graduation.

STUDENT HEALTH

Students must maintain all health requirements while enrolled in program of study. Current students are kept informed of any new additional requirements as required by clinical facilities. Students are encouraged to take a personal interest in their health and wellness and to make personal decisions or behavioral changes to ensure positive health habits.

COURSE DESCRIPTIONS

NUR 510

Theoretical Foundations for Professional Nursing Practice

3 CREDIT HOURS

This course explores the evolution of nursing theory and its contribution to advanced nursing science. A major focus of this course will be the examination of the purpose of nursing theory, and how to analyze, critique, and evaluate the components of theory for use in nursing practice and research. The importance of concepts to nursing practice, as well as theory development, will be examined. Multiple theories from nursing and relevant fields will be explored relative to nursing education, nursing leadership, nursing research, and nursing practice.

NUR 515

Research and Evidence-Based Practice

3 CREDIT HOURS

This course focuses on the evaluation and utilization of nursing research to acquire evidence for nursing practice. Research studies will be evaluated for theoretical elements, ethical principles, validity, reliability, and feasibility of integration into practice. Evidence will be evaluated for evidence-based practice through the adoption of innovative quality improvement activities to an identified problem in the practice setting that is amenable to evidence-based change.

NUR 520

Healthcare Policy in a Global Community

3 CREDIT HOURS

This course focuses on analyzing health policy formation, how to affect this process, and how it impacts nursing practice and healthcare delivery. It will integrate theory and empirical research about leadership and health policy formulation into the policy development process. The student will examine legal and regulatory processes and their effects on nursing practice, healthcare delivery and health outcomes. Students will evaluate trends in healthcare and their influences in future healthcare delivery systems, and health outcomes.

NUR 525

Population-Based Healthcare

3, 2-1 CREDIT HOURS

This course explores the concepts of population-based healthcare, patient-centered medical home, health promotion and disease prevention from both the theoretical and application views. Discussion will focus on the health goals of the United States, as well as globally, and how health promotion efforts can assist in achieving these global health goals. Lifestyle influences on the development of major diseases and life quality are discussed, as well as the economic impact of unhealthy behaviors. Patient and family education is examined as a strategy for assisting with implementation of healthy habits. Topics include: concepts of health

and wellness, Healthy People 2020, health promotion and disease prevention, health promotion theories, risk assessment and reduction theories, prevention of illness, maintenance of high-level functioning in an evolving healthcare delivery system, exploration of multidimensional, culturally-sensitive intervention strategies, wellness programs, evidence-based health practice, and safe and effective care. (2 credit hours didactic, 1 credit hour practicum = 40 hours)

NUR 530

Informatics and Healthcare Technologies

3 CREDIT HOURS

In this course, nurse leaders will investigate emerging clinical information systems and technologies and how they impact patient safety, quality of care, patient outcomes, and the healthcare environment. Informatics and healthcare technologies encompass five broad areas: Use of patient care and other technologies to deliver and enhance care; Communication technologies to integrate and coordinate care; Data management to analyze and improve outcomes of care; Health information management for evidence-based and health education; and Facilitation and use of electronic health records to improve patient care.

NUR 535

Leadership and Strategic Management for Advanced Nursing Roles

3 CREDIT HOURS

This course provides an exploration of innovative leadership principles, practices, and strategies for advanced nursing roles. It examines the constantly emerging and changing healthcare environment. Students will be challenged to develop knowledge and skills to lead healthcare teams and healthcare organizations today and in the future. Additionally, students will learn core competencies for healthcare leaders. Topics include: leadership, management, innovation and change, quality improvement, communication, organizational behavior, strategic planning, mentorship, and professional development. Students will develop a personal leadership plan.

NUR 540

Healthcare Systems and Organization for Nurse Leaders

3 CREDIT HOURS

This course is designed to enable the advanced nurse to develop an understanding of healthcare organizations and systems. Emphasis is placed on describing the relationship between organizational structure, leadership, and decision-making. Students examine the internal and external environments, financing of healthcare, resource management, and utilization.

NUR 545

Strategic Management of Human Resources

3 CREDIT HOURS

Students will examine leaders'/managers', individual's, and team member's roles as human resources in a healthcare environment, and investigate strategies to optimize performance of

human resources in relation to the strategic goals of the healthcare organization. Recruitment and retention, supply and demand along with workforce development, planning, and managing diversity are key topics. The student will learn to adapt to the latest methods to compete and survive in today's healthcare industry and meet the needs of the organization.

NUR 550

Capstone I

3 CREDIT HOURS

This course explores the Capstone Project/Thesis research problem, theoretical framework, methodology, and data analysis method to launch graduate research. This is in partial fulfillment of requirements for the Master of Science in Nursing degree, culminating in the Capstone Project.

NUR 555

Financial Management in Healthcare

3 CREDIT HOURS

This course focuses on the financial health of rural/urban healthcare institutions. The student will learn about basic accounting and finance principles as well as the terminology necessary to assess the financial status of healthcare organizations. The course will introduce the student to the use of spreadsheets in the budgeting process.

NUR 560

Leadership Practicum

3, 0.5-2.5 CREDIT HOURS

This course focuses on both theoretical and experiential learning. Students complete a leadership practicum in their area of choice. An experienced nurse leader will serve as a preceptor for each student in a healthcare organization. Course faculty members will serve as mentors and monitor the student's progress. (0.5 credit hours didactic, 2.5 credit hours practicum = 100 hours)

NUR 565

Capstone II

3 CREDIT HOURS

The Capstone II is a continuation of the work initiated in Capstone I. The Capstone is a written scholarly project or thesis that integrates research, practice, and theory specific to a phenomena related to nursing practice in the graduate study specialty. A nursing faculty advisor who also serves as the student's project committee director, supervises completion of the written project/thesis and verbal defense.

INDEX

A

Admission Criteria.....	3
Admission Notification.....	5
Admission Procedures	4
Application Deadlines.....	5

C

Course Descriptions.....	18
Course Overload.....	8
Course Repeat.....	8
Curriculum	15

F

Financial Aid.....	10
--------------------	----

G

Grading Scale.....	8
Graduate Admission	3
Graduate Programs.....	2
Graduate Programs of Study	11
Graduate Student Policies and Procedure	3

Graduate Studies Council.....	2
Graduate Studies Mission	2
Graduation	9

I

Instruction.....	2
------------------	---

M

Master of Science in Nursing (MSN)	11
MSN Program Admission	16
MSN Program Graduation.....	17

P

Progression.....	9
------------------	---

T

Transfer Credit.....	6
----------------------	---

V

Verification of Student Identity.....	6
---------------------------------------	---