

Management Resources College

Miami Springs Campus

GRADUATE PROGRAM

Revised June 23, 2016

GOALS OF GRADUATE EDUCATION

MRC is committed to providing a high-quality graduate education to all students without regard to race or color, sex, sexual orientation, veteran status, religion, age, disability, national origin, creed, ancestry, or political affiliation. The goals of graduate education are:

- 1) To provide effective educational experiences leading to marketable graduates in their area of expertise
- 2) To maintain a unique environment conducive to developing leading thinkers.
- 3) To develop excellence in leadership, scholarship and practice
- 4) To promote the acquisition of competencies that lead to the development of leaders in their field.
- 5) To provide opportunities for professional growth and development.
- 6) To develop skills that allow the graduates to conduct research, integrating theory and practice in an intraprofessional environment.

GRADUATE ADMISSIONS

Admission to MRC is open to all qualified applicants regardless of race, color, creed, religion, gender, sexual orientation, national origin, or ability/disability. Anyone wishing to attend MRC can obtain the necessary application from the Office of Admissions or online from our website at www.MRC.edu. All students must submit a completed application and a nonrefundable application fee.

SCHEDULING

The College admits students on five week cycle basis. Students typically complete three courses each semester by taking one course per five week module. Each course is five weeks in length. Course schedules reflect the students' degree requirements.

Students who meet specified GPA requirements may enroll in more than 12 credit hours in a semester only with prior approval of the Associate Dean of Graduate Nursing and Continuing Education. Refer to the policy in the section titled Credit Hours and Course Loads for more details.

CAMPUS VISITS AND TOURS

Prospective students and their families are encouraged to visit the campuses. Guided tours are offered by appointment or on a walk-in basis. See campus contact information in this catalog and on the website at www.MRC.edu.

All applicants must meet the general admission requirements for consideration of enrollment and acceptance into any program of study.

GENERAL ADMISSIONS REQUIREMENTS

The general admission requirements are as follows:

- Interview with an admissions representative
- Complete an applicant information form
- Provide Proof of Graduation (POG)
- Must be seventeen years of age or older at the time of the first class
- Ability to meet applicable program specific externship requirements

ADMISSION REQUIREMENTS FOR DOMESTIC GRADUATE STUDENTS

TRANSCRIPTS FROM OTHER COLLEGES OR UNIVERSITIES

Any person who has attended another post-secondary institution (University or College) will be classified as a transfer student regardless of how many or how few credits may have been earned. Domestic transfer students must submit copies of transcripts to MRC from all previously attended postsecondary institutions. Students enrolling in a graduate program must provide an official transcript for the Undergraduate studies showing the student earned the undergraduate degree. Students must provide official transcripts to MRC no later than the end of the first semester of enrollment.

Official transcripts are those that are received by MRC directly from the sending institution. **If official transcripts from post-secondary institutions are not received by the end of the first semester of enrollment, potential transfer credit will not be accepted.** Refer to policies regarding Transfer Credit for more details.

FOREIGN EDUCATED AND DEGREE VERIFICATION

Applicants claiming degrees from outside of the United States must have their transcripts translated and evaluated by an approved NACES or AICE credentialing evaluation agency.

TRANSFER CREDITS

Applicants requesting transfer credit consideration from previous courses taken outside of Management Resource College must complete a Transfer of Credit Form prior to acceptance and

pay a transfer of credit fee. Transfer credits will not be considered after the first day of class. Official college transcripts must be received by the end of the first term or transfer credit may not be awarded. Foreign transcripts must be translated and evaluated by a NACES or AICE approved credentialing evaluation agency.

To request transfer of credits from an accredited institution within the United States, applicants must comply with the following:

1. Submit a completed Transfer of Credits Request Form
2. Pay the Transfer of Credit Evaluation fee
3. Request an official, sealed and certified copy of their college transcript mailed directly to:

Management Resources College
ATTN: Office of the Registrar
700 S Royal Poinciana Blvd, 8th Floor Administration
Miami Springs, FL 33166

4. Courses considered for transfer must have a minimum of 3.0 GPA (grade letter of a B) or higher

Management Resources College does not accept transfer credits from non-accredited institutions.

For transfer of credits from foreign institutions, applicants must submit, prior to enrollment, a Transfer of Credits Request Form along with an evaluation of the diploma and/or transcripts by an approved NACES or AICE organization.

Management Resources College graduate programs only allow a maximum of 50% of the total credits of the program to be applied as transfer credits from a recognized, accredited institution within the United States or foreign institution. Credits earned from a foreign institution must be evaluated in accordance with the policy published in the College Catalog. Courses requested for transfer must be equivalent in course content, credits, and degree level. Transfer credits are evaluated by the program Dean, Associate Dean, and/or the graduate faculty committee to determine equivalency of credits and transferability.

Experiential learning cannot be used to satisfy graduate credit requirements.

GRADUATE STUDENT DEGREE CHANGES

A graduate student who wants to change degree programs must meet the following requirements:

- 1) The grade point average (GPA) for a graduate student must be a minimum of 3.0 in order to qualify for changing from one degree program to another.
- 2) The student must meet satisfactory academic progress (SAP) requirements within the current degree program.
- 3) The student must meet with a College Admissions Representative to submit a transfer program request.

The student may be required to meet new admission and additional requirements prior to transferring and being accepted into a new program. The associate dean and faculty will review all program transfer requests individually. A student transferring between programs must meet with the Financial Aid Department and Bursar to discuss funding eligibility and financial impact.

A student is not allowed to change his/her degree program in the middle of a semester. Therefore, a program change request will only be processed at the end of a semester. Students who are receiving financial aid should contact the Financial Aid office to evaluate any potential impact that changing degree programs may have on their funding.

GRADUATE SATISFACTORY ACADEMIC PROGRESS

STANDARDS OF SATISFACTORY ACADEMIC PROGRESS

Students are expected to meet standards of Satisfactory Academic Progress (SAP) while enrolled in a graduate degree program. The Satisfactory Academic Progress policy measures three factors:

1. Qualitative Measure (Cumulative GPA)

Students must maintain a cumulative grade point average of 3.0 or higher for master degree programs.

2. Quantitative Measure (Completion Percentage)

Students must complete at least 67% of credit hours attempted each term to remain compliant with SAP Policy. Credit hour progression will be based on a cumulative term total of attempted credit hours to earned credit hours. For example, a student enrolls for 12 credit hours the student is required to successfully complete a minimum of 8 credit hours ($12 \times 67\% = 8$) for the term.

3. Maximum Timeframe (MTF)

The maximum timeframe for receiving financial aid is equal to 150% of the credit hours of the program. For example, when pursuing a program that requires 100 credits for graduation, the maximum allowable timeframe is 150 credits attempted. Upon reaching or exceeding the allowable maximum time frame, the student will be dismissed. Awarded transfer credits will count towards the Maximum Timeframe. Extended enrollment counts towards the Maximum Timeframe.

Satisfactory Academic Progress Evaluation Points

Satisfactory Academic Progress is measured at the end of each semester.

Consequences for Not Meeting Satisfactory Academic Progress

Students not meeting Satisfactory Academic Progress at any evaluation point will be placed on Academic Warning. The student will have one academic term to meet Satisfactory Academic Progress. If SAP has been met, the student will be removed from Academic Warning. If a student fails to achieve SAP at the end of the Academic Warning term, the student will lose eligibility for Title IV funds. Students not making Satisfactory Academic Progress at the end of the second consecutive semester will be dismissed, but may be allowed to continue without being eligible for federal financial aid.

Master Degree Programs		
Required Evaluation Point	CGPA	Completion %
End of Each Semester	3.0	67%

Academic Probation

Students that fail to regain SAP following one term of Academic Warning may appeal for consideration to be placed on Academic Probation. Students wishing to appeal must submit their written appeal within 10 calendar days of notification of the change in their Satisfactory Academic Progress. Students who successfully appeal are allowed to continue in their program with federal financial aid. Students who do not appeal or whose appeal is denied will be dismissed from the College or the student may elect to continue in the program without federal financial aid. Students must address and submit their appeals request to:

Management Resources College
ATTN: The Office of the Senior Vice President
700 S Royal Poinciana Blvd, 8th Floor Administration
Miami Springs, FL 33166

Dismissal and Appeal Guidelines

Students on Academic Probation who fail to make SAP by the end of the term and/or fail to meet the terms of the Academic Probation Plan shall be placed on Academic Suspension and dismissed from the College. Students who are projected to be unable to complete the program within the Maximum Timeframe will also be dismissed from the College at the time when the determination is made.

Students may appeal the decision of the College to dismiss them by submitting their appeal request within 10 calendar days from initial notification to:

Management Resources College
ATTN: The Office of the Senior Vice President
700 S Royal Poinciana Blvd, 8th Floor Administration
Miami Springs, FL 33166

The appeal must explain, in detail, the reason the student was not successful in meeting Satisfactory Academic Progress and what has changed relative to the circumstances described that will allow the student the opportunity for success in future terms.

Conditions for Reinstatement

To be reinstated as a regular student after financial aid eligibility has been terminated, a student must retake previously failed courses so that the recalculated cumulated grade point average and maximum time frame levels meet or exceed the minimum requirements. The student will be financially responsible for tuition and all costs associated until SAP is met. Financial aid eligibility resumes only after student returns to satisfactory recalculated qualitative and quantitative standards.

The following defines the effect on the CGPA and successful course completion percentage:

Change of Programs

Students who change majors are still responsible for maintaining satisfactory academic progress. The student will be allowed two changes of major before completing a degree, diploma or certificate. After the second change of major, the student will be placed on financial aid suspension. To reestablish eligibility, the student must have an approved appeal. While considering a change in major, students should consult the associate dean of the program and the Financial Aid Department to discuss the effect of a change on their Satisfactory Academic Progress and financial aid eligibility.

Additional Credentials

Students pursuing a second credential may be considered for financial aid. Students who wish to pursue additional credentials beyond these may do so but without federal financial assistance.

Transfer Credits and Satisfactory Academic Progress

Awarded transfer credits will count towards credits earned and credits attempted in the calculation of Maximum Timeframe for Satisfactory Academic Progress.

Course Repeat

Students may retake courses to improve their cumulative grade point average. The highest grade of the

repeated course will be used in calculation of the CGPA and will be calculated towards the Maximum Timeframe (MTF) of Satisfactory Academic Progress. The lower grade will not count in the calculation of CGPA, but will count towards MTF. Students must meet with the Financial Aid Department to discuss funding eligibility. Students are responsible for the costs and tuition associated for each course repeated.

Audit Course “AU” – This grade is given when a student attended a course for no credit. It will not be counted towards the GPA or the calculation or Maximum Timeframe to SAP.

Incomplete “I”- grades are temporary and do not count in the CGPA; however, the final course grade will be computed into the GPA and count towards the SAP calculation.

Withdraw “W”- grade will not be counted towards the GPA, but will in calculation of Maximum Timeframe for SAP.

Test Out “TO”- grade does not affect the student’s GPA or SAP, but counts as credits earned.

SAP Warning – grades earned while a student is on probation will be used in calculation of the CGPA and calculated towards the Maximum Timeframe (MTF) of SAP.

SAP Probation - grades earned while a student is on probation will be used in calculation of the CGPA and calculated towards the Maximum Timeframe (MTF) of SAP.

Academic Suspension - A student will be placed on suspension for not meeting the academic standards outlined above after a term of probation and loses eligibility for Title IV (financial aid) funds as a result.

Appeals Process- grades earned while a student is appealing will be used in calculation of the CGPA and calculated towards the Maximum Timeframe (MTF) of SAP.

Program Timeframes

PROGRAM	Credit Hours	Normal Time Frame		Maximum Time Frame	
		Academic Credits	Financial Aid Credits	Academic Attempted Credits	Financial Aid Credits
Master of Science in Nursing Leadership	36	36	36	54	54
Master of Science in Nursing Education	36	36	36	54	54
Master of Science in Nursing: Family Nurse Practitioner	46	46	46	69	69

Standards of Satisfactory Academic Progress for students Receiving Veterans Administration (VA) Educational Benefits

Students receiving VA educational benefits must maintain a minimum cumulative grade point average (CGPA) of 3.0 each term for master degree programs. A VA student whose CGPA falls below 3.0 graduate programs at the end of any term, the student will be placed on academic probation for a maximum of two consecutive terms of enrollment. If

the VA student’s CGPA is still below 3.0 for master degree programs at the end of the second consecutive term of probation, the student’s VA educational benefits will be terminated. A VA student terminated from

VA educational benefits due to unsatisfactory progress may petition the College to be recertified after attaining a CPGA of 3.0 in the master degree programs.

GRADUATE-LEAVE OF ABSENCE (LOA)

The College does not offer leave of absences. A student that cannot continue with classes must inform the associate dean of the program in order to be withdrawn from the College. Students wishing to return to the program must see the Admissions Department and apply for re-entry. Please see ADD/DROP and withdraw policy for additional information.

GRADUATE- ATTENDANCE POLICY

Students are expected to attend all regularly scheduled classes on time to achieve their Student Learning Outcomes for their program of study. Excessive absenteeism may result in course failure or withdrawal from the College.

TARDINESS/EARLY DEPARTURES

Students are expected to be present prior to the start of class. A student's course participation grade may be affected if they are late, or if there is an early departure prior to the end of the scheduled class.

GRADUATE- WITHDRAWAL

WITHDRAWAL FROM A COURSE

Course withdrawal through the end of the first week of the class or term results in a grade of "W" on the student's transcript. It is the student's responsibility to complete the necessary paperwork required by the Registrar's Office. Withdrawals are **not** permitted after the second week of the class.

If a student is taking only one (1) class at a time, then withdrawal from this class would be considered withdrawal from the College. This likely would have a significant effect on the student's continuing enrollment, future graduation date, and overall financial aid status. Students should always consult the Office of Financial Aid, if applicable, before withdrawing.

WITHDRAWAL FROM THE COLLEGE

When a student is considering withdrawing from the College, the student should talk with the Registrar or the Senior Vice President first. The student must contact the Financial Aid department and the Bursar's Office to discuss the financial impact of withdrawal.

WITHDRAWAL PROCESS

The withdrawal process begins when the student notifies the Registrar of his or her intent to leave the institution. At that time the student should complete the College Withdrawal Form. The College Withdrawal Form requires the signatures from various academic and administrative offices. A student must realize that notification of intent to withdraw from the institution will

begin a series of events involving the recalculation of financial aid entitlement for the term and the future registration of the student in the institution.

The withdrawal form must be processed through the Financial Aid Office where the student's eligibility for any refund of tuition and fees will be determined. If a student is receiving student aid, the Financial Aid Office will determine whether adjustments must be made to any federal, state, institutional, and/or other aid and arrange for the return of funds, if required.

WITHDRAWAL AS A RESULT OF PROLONGED ABSENCE

A student who has unexcused absences consisting of 12 consecutive calendar days from all courses will be withdrawn from the College due to lack of attendance.

GRADUATE -GRADING SYSTEM

GRADING AND PROGRESS MEASUREMENT

A minimum cumulative GPA of 3.0 is required for a student to successfully complete a graduate degree program. Final grades are rounded up from the 10th place to a whole number. Students must achieve a minimum of a “B” to successfully pass any general education or concentration course.

GRADING SYSTEM MASTER DEGREE PROGRAMS		
Grade	Percentages	Quality Points
A	90% to 100%	4.0
B	80% to 89%	3.0
F	Below 80%	0.0
P	Satisfactory	4.0

CUMULATIVE GRADE POINT AVERAGE (CGPA)

The cumulative grade point average (CGPA) is computed by multiplying the total number of credits in each course by the grade points achieved in each course (example, A=4.0; B=3.0) and then dividing by the total number of credit hours for all courses attempted.

The following describes the assigned grade in the calculation of the Grade Point Average:

“AU” – Audit Course – This grade is given when a student attended a course for no credit. It will not be counted towards the GPA or the calculation of Maximum Timeframe to SAP.

“F” – Fail – This grade is given when a student fails a class. The credits attempted will be counted in the CGPA calculation and in the calculation of Maximum Timeframe for SAP.

“I” – Incomplete – This grade may be entered temporarily by agreement with the course faculty, associate dean of the program and senior vice president. Incomplete grades must be cleared by due date. The final course grade will be computed into the GPA and count towards the SAP calculation.

“W” – Withdraw – This grade is given when a student drops a class before the last day of the 50% point of the course. It will be counted in the calculation of Maximum Timeframe for SAP. The grade will not be

counted in the CGPA calculation. Withdrawal following the 50% point will be recorded as an “F.”

“TO” Test Out - The test out grade does not affect the student’s GPA or SAP, but counts as credits earned in the current program of enrollment.

“TR” – Transfer – This grade is given to courses approved to be transferred from another program or institution. It will not be calculated in the CGPA. Courses considered as “TR” will count as credits earned and credits attempted in the calculation of Maximum Timeframe for SAP.

“PTR” – Pending Transfer - This grade is given to courses awaiting approval to be transferred from another program or institution. It will be counted as credits attempted, but will not be calculated in the CGPA. Courses considered as “PTR” will count as credits earned and credits attempted in the calculation of Maximum Timeframe for SAP.

“XF” –Academic Dishonesty/Course Failure - This grade is given when a student has been involved in or associated with plagiarism or cheating in the course. The credits attempted will be counted in the CGPA calculation and in the calculation of Maximum Timeframe for SAP.

GRADE APPEAL

Students who feel their grade is not accurate must initially direct their concern to the course faculty within five (5) business days of grade posting. If the student is not satisfied with the outcome, the student may appeal to the associate dean of the program. If the student is not satisfied with the decision made by the associate dean of the program, the student may appeal to the Senior Vice President. All appeals must be neatly written or typed in English using the College Grade Appeal Form. The entire appeal process for a Grade Appeal must be completed within 15 business days from the time the grade was posted. Failure to follow the Grade Appeal process or time limits will result in denial of the appeal and the initial grade entered by the faculty will stand. For final course grades, the student must initiate the appeals process in writing within 5 business days from the posting of the grade of the appeal will not be accepted.

EXTERNSHIP EXPERIENCES

Students participating in externship experiences must complete all required hours as outlined within the approved program degree plan or a grade of “F” will be entered for a final grade. A fee may apply for a make-up of a missed Clinical.

INCOMPLETE GRADE POLICY

A student unable to finish a course for extenuating circumstances may submit a written request by completing an Incomplete Grade Request Form. The course faculty and associate dean of the program must approve the request in order for a grade of “I” to be entered. The student must complete the required work outlined on the Incomplete Grade Request Form by the established deadline set by the course faculty. Students will not be granted an Incomplete if at least 80% of the course has not been completed at the time of the request. Approval from the Senior Vice President is required for any Incomplete Grade request that exceeds 14 days from the end of the course. At no time shall an incomplete grade exceed 15 weeks in length from the end of the course for which the incomplete grade was awarded. If work is not completed by the established deadline or the maximum 15 weeks in length, the student will receive an “F” for the course. Students may not take courses in a new term that have a prerequisite for the course graded “I” under any circumstance.

COURSE REPEAT POLICY

A student that has received a grade of “F” in a course must repeat that course to comply with the requirements for graduation. The student assumes all financial costs associated with repeating failed

courses. Students repeating a course must meet with the Financial Aid Department to discuss what, if any, funding may be available for courses repeated. Students are only allowed to repeat a concentration course one time. Both grades will remain on the transcript. The highest grade of the repeated course will be used in calculation of the CGPA. Both will be calculated towards the Maximum Timeframe (MTF) of Satisfactory Academic Progress. A student failing the same concentration course twice will be dismissed from the program. Please see the Satisfactory Academic Progress policy for further explanation.

TRANSCRIPT OF GRADES

The Office of the Registrar maintains student records of academic progress. These records are available to active, withdrawn or graduate students upon request. All requests for official transcripts must be submitted in writing with a valid student signature releasing the information. There is a fee for official transcripts. Please see the published fee schedule for cost of transcripts. Transcripts will not be released if the student or graduate has not met their financial obligations to the College.

ACADEMIC HONORS

Dean's List

Students who earn a grade point average between 3.70 and 3.99 for an academic term will be placed on the Dean's List.

President's List

Students who earn a grade point average of 4.0 for an academic term will be placed on the President's List.

Valedictorian

Students with a GPA of 3.75 or higher at the time of graduation will be considered by faculty, staff, and administration for the designation of Valedictorian.

The Valedictorian will speak at the graduation.

GRADUATE REQUIREMENTS

Master's degrees require the successful completion of at least 36 credit hours, depending on the chosen discipline, composed of courses outlined in subsequent sections of this catalog. There is no general education requirement. A cumulative grade-point average (GPA) of at least 3.0 (or the equivalent of "B") is required for graduation.

GRADUATE -GRADUATION

Students are responsible for satisfying the requirements for graduation in their specific program and for observing the academic policies of Management Resources College. Application for graduation should be submitted at least one month before the proposed graduation date. The Office of the Registrar's Office will approve these petitions if all degree requirements will have been completed before the proposed graduation date and if all required documents have been submitted.

Graduates must fulfill all financial obligations, including tuition charges, fees, and other expenses, before the degree is granted.

A Master of Science Degree will be issued to each student who successfully completes the program requirements and satisfies graduation requirements:

1. Must have a minimum cumulative GPA of 3.0.
2. Is current with financial obligations to the College.
3. Has met with the Career Services Department for assistance with job placement or provides documentation of employment.
4. Completed Exit Interview with the Financial Aid Department.
5. Completed Graduation Clearance form and submitted to the Registrar Department.

PARTICIPATION IN GRADUATION CEREMONIES

All students in good standing who meet all requirements for completion of their degrees are eligible to participate in the graduation ceremony. Students participating in the commencement event must indicate their intention by completing an order for academic apparel and submitting it to the Registrar by the announced deadline.

GRADUATE – TUITION AND FEES

Program	Degree	Credit Hours	Length in Weeks	Tuition	Application Fee	Estimated Books Costs	Registration Fee	Estimated Other Fees	Total
Master of Science in Nursing Leadership	MSN	36	60	\$21,600	\$50	\$966	\$100	\$889	\$23,605
Master of Science in Nursing Education	MSN	36	60	\$21,600	\$50	\$966	\$100	\$889	\$23,605
Master of Science in Nursing: Family Nurse Practitioner	MSN	46	80	\$27,600	\$150	\$0	\$100	\$13,230	\$41,080

Tuition and fees are subject to change. The table provided above is for information only. Student should refer to the signed Enrollment Agreement for exact figures.

MASTER OF SCIENCE IN NURSING LEADERSHIP

Full Program

60 Weeks – 36 semester credits

Program Description

The Master of Science Degree in Nursing Leadership program provides an organized sequential plan of study that leads the graduate student towards a degree as an advanced practice nurse specializing in nursing leadership. The Master of Science in Nursing Leadership Program prepares students to move into a leadership role and provides the graduate student with the opportunity to obtain an in-depth understanding

of patient care management.

Student Learning Outcomes

At completion of the program, the graduate will possess the knowledge and skill to:

1. Demonstrate competencies consistent with advanced professional nursing practice assuming the multiple dimensions of functional role as a clinical administrator
2. Apply the principles of ethical and transcultural care in the delivery of advanced level nursing services to others
3. Integrate and process information from nursing, other disciplines, and the liberal arts sciences to make complex decisions independently and collaboratively when practicing at an advanced level
4. Incorporate principles of effective communication by using a variety of advanced techniques in a proficient manner when interacting with consumers, peers, other healthcare providers, policy makers, and communities of interest
5. Demonstrate advanced research skills to initiate change in professional nursing practice

Admission Requirements

1. Meets all general college admission requirements
2. Complete College Application
3. Proof of Graduation: College Transcript – Bachelor’s degree in a health related field from an institution accredited by agencies recognized by the United States Department of Education or from an institution recognized by their respective governments as institutions of higher education and be evaluated by a member of AICE or NACES to determine equivalency of the credentials awarded by institutions in the U.S.4. Florida Unencumbered Registered Nurse license
5. Have a bachelor’s degree in a health related field

General Program Information

Students accepted into the nursing program may be required to take additional background checks, finger printings and drug screenings during or at the completion of the program.

Credential Issued

Master of Science in Nursing Leadership

Delivery Mode

This program is offered face-to-face (onsite) at the Main Campus.

MASTER OF SCIENCE IN NURSING LEADERSHIP DEGREE PLAN

Course #	Course	Credits
MSN5150	Advanced Pathophysiology	3
MSN5200	Advanced Health Assessment	3
MSN5250	Statistics for Advanced Nursing Practice	3
MSN5300	Advanced Nursing Inquiry and Evidence Based Research	3
MSN5350	Advanced Pharmacology	3
MSN5400	Healthcare Policy and Delivery System	3
MSN5500	Nursing Informatics	3
MSN5650	Nursing Decision Making	3
MSN5850	Finance and Economics of Healthcare Delivery	3
MSN5950	Role of the Nurse Leader and Leadership Quality Initiatives	3
MSN6350	Effective Healthcare Leadership	3
MSN6450	Nursing Leadership Capstone	3
Total Credits		36

MASTER OF SCIENCE IN NURSING EDUCATION

Full Program

60 Weeks – 36 semester credits

Program Description

The Master of Science Degree in Nursing Education program provides an organized sequential plan of study that leads the baccalaureate prepared nurse towards a degree as an advanced practice nurse specializing in nursing education. The Master of Science in Nursing Program provides the graduate student with the opportunity to apply nursing knowledge towards shaping health policy and contributing to evidence based research and practice as a nurse educator.

Student Learning Outcomes

At completion of the program, the graduate will possess the knowledge and skill to:

1. Demonstrate competencies consistent with advanced professional nursing practice and development assuming the multiple dimensions of functional role as clinical educator
2. Apply the principles of ethical and transcultural care in the delivery of advanced level nursing services to others
3. Integrate and process information from nursing, other disciplines, and the liberal arts sciences to make complex decisions independently and collaboratively when practicing at an advanced level
4. Incorporate principles of effective communication by using a variety of advanced techniques in a proficient manner when interacting with consumers, peers, other healthcare providers, policy makers, and communities of interest
5. Apply advanced research skills to strengthen the use of course competencies of nurse educator practice
6. Demonstrate competencies in specialized knowledge skills, and abilities and excellence in practice of the academic nurse educator

Admission Requirements

2. Meets all general college admission requirements
2. Complete College Application
3. Proof of Graduation: College Transcript – Bachelor’s degree in a health related field from an institution accredited by agencies recognized by the United States Department of Education or from an institution recognized by their respective governments as institutions of higher education and be evaluated by a member of AICE or NACES to determine equivalency of the credentials awarded by institutions in the U.S.4. Florida Unencumbered Registered Nurse license
5. Have a bachelor’s degree in a health related field

General Program Information

Students accepted into the nursing program may be required to take additional background checks, finger printings and drug screenings during or at the completion of the program.

Credential Issued

Master of Science in Nursing Education

Delivery Mode

This program is offered face-to-face (onsite) at the Main Campus.

MASTER OF SCIENCE IN NURSING EDUCATION DEGREE PLAN

Course #	Course	Credits
MSN5150	Advanced Pathophysiology	3
MSN5200	Advanced Health Assessment	3
MSN5250	Statistics for Advanced Nursing Practice	3
MSN5300	Advanced Nursing Inquiry and Evidence Based Research	3
MSN5350	Advanced Pharmacology	3
MSN5400	Healthcare Policy and Delivery System	3
MSN5500	Nursing Informatics	3
MSN6000	Role of the Nurse Educator	3
MSN6100	Curriculum Development in Nursing Education	3
MSN6200	Teaching Strategies and Technology in Nursing Education	3
MSN6500	Assessment and Evaluation in Nursing Education	3
MSN6600	Nursing Education Capstone	3
Total Credits		36

MASTER OF SCIENCE IN NURSING: FAMILY NURSE PRACTITIONER

Full Program

80 Weeks – 46 semester credits

Program Description

The Master of Science in Nursing: Family Nurse Practitioner (FNP) program is designed to expand the knowledge of the nurse as it relates to the role of the family nurse practitioner and advanced nursing practice. Family nurse practitioners serve as the primary health care providers in many diverse practice settings including, but not limited to, private medical offices, health clinics and acute care settings. The Family Nurse Practitioner program integrates theory and practical application through lecture, laboratory, and clinical experiences to address a wide range of primary care needs, order diagnostic tests, apply evidence-based research when caring for the family and manage common acute, chronic health problems of individuals from infancy through late adulthood. The FNP program focuses on developing the knowledge and skills necessary to deliver nursing care to persons of all ages across primary care settings.

Student Learning Outcomes

At completion of the program, the graduate will possess the knowledge and skill to:

1. Demonstrate, through integration of theoretical and scientific knowledge, the safe and effective practice of primary care through management of both health and acute/chronic illness states.
2. Develop the role of the nurse practitioner as a health educator to individuals and families using a family-centered, evidence-based approach to diagnosing and managing common acute and chronic health problems of individuals from infancy through adulthood.
3. Demonstrate a commitment to the implementation, conservation, and development of the family nurse practitioner role.
4. Integrate critical thinking, collaboration, and interdisciplinary relationships into client care to achieve optimal outcomes.

5. Establish a commitment to ensuring quality of care through consultation, collaboration, continuing education, certification, and self-reflection.
6. Deliver culturally sensitive care in a holistic manner that is responsive to the pediatric, adult and geriatric population’s spiritual and cultural beliefs.
7. Utilize information technology and an evidence-based research approach in the development of advanced practice nursing knowledge.

Admission Requirements

1. Meets all general college admission requirements
2. Complete College Application
3. Proof of Graduation: College Transcript – Bachelor’s degree in a health related field from agencies recognized by the United States Department of Education. (Official college transcripts must be received before the end of the first term)
4. Florida Unencumbered Registered Nurse license
5. Interview with the Associate Dean or designee
6. Complete assigned topical essay
7. Three letters of recommendation (two professional)
8. A minimum score of 18 on the Wonderlic SLE
9. A minimum score in each section on the Wonderlic WBST:

Section	Minimum Score
Quantitative	365
Verbal	365

General Program Information

Students accepted into the nursing program may be required to take additional background checks, finger printings and drug screenings during or at the completion of the program.

Credential Issued

Master of Science in Nursing

Delivery Mode

This program is offered face-to-face (onsite) at the Main Campus.

Programmatic Accreditation

The Master of Science in Nursing: Family Nurse Practitioner program is not programmatically accredited. Management Resources College does not guarantee eligibility for licensure.

Preceptorship

A clinical preceptorship is required throughout various courses in the program. Students are able to secure their own preceptor with prior approval from the Associate Dean of the Graduate School and the Senior Vice President. Please refer to the student handbook for additional information. Students who do not provide a preceptor will be appointed one by the College for an additional fee.

**MASTER OF SCIENCE IN NURSING: FAMILY NURSE PRACTITIONER
DEGREE PLAN**

Course #	Course	Credits
MSN5150	Advanced Pathophysiology	3
MSN5200	Advanced Health Assessment	3
MSN5250	Statistics for Advanced Nursing Practice	3
MSN5300	Advanced Nursing Inquiry and Evidence Based Research	3
MSN5350	Advanced Pharmacology	3
MSN5400	Healthcare Policy and Delivery System	3
MSN5550	Health Promotion: Prevention of Disease	3
MSN5600	Diagnosis, Symptom and Illness Management	3
MSN5700	Advanced Practice in Primary Care I	6
MSN6050	Advanced Practice in Primary Care II	5
MSN6150	Advanced Practice in Primary Care III	5
MSN6400	Role Development in Family Practice: Clinical Integration	6
Total Credits		46

COURSE DESCRIPTIONS

Course Numbering System

Courses numbered in the 5000s and 6000s are for Master’s degree students only.

MSN5150 Advanced Pathophysiology

3 Semester Credits

This course focuses on developing an advanced knowledge base of pathophysiology across the lifespan. Principles of biochemistry, molecular biology and nutrition are applied to disease processes. Prerequisites: None

MSN5200 Advanced Health Assessment

3 Semester Credits

This course provides the advanced practice nurse with the tools to perform a comprehensive health assessment on clients across the lifespan. The course that builds on the nurses’ prior physical assessment skills by focusing on theoretical and clinical knowledge required to complete an advanced health assessment across the lifespan. Emphasis is placed on health promotion, disease prevention, and risk assessment. Prerequisites: MSN5150

MSN5250 Statistics for Advanced Nursing Practice

3 Semester Credits

This course introduces students to the statistical methods used in evidence-based practices and health care research. Students will analyze various statistical concepts and determine the reasoning in selecting these methods as part of the research process. In addition, students will evaluate how these methods are analyzed and interpreted in various research studies. Prerequisites: None

MSN5300 Advanced Nursing Inquiry and Evidence Based Practice

3 Semester Credits

This course examines the progression from nursing inquiry to nursing practice under the framework of nursing theory. . Students will examine the historical foundations of nursing theory and the impact of these models on nursing research. Student will examine the role of nursing research in advanced nursing practice and evaluate models used to guide evidence-based practices. The course focuses on the assessment of

relevant quantitative and qualitative research and examines how this data is applied in the development of change initiatives in the healthcare delivery system. Prerequisites: MSN5250

MSN5350 Advanced Pharmacology

3 Semester Credits

This course will build upon basic pharmacologic principles developed in the professional nurse's basic educational program. This course is designed to expand the MSN student's knowledge of pharmacotherapeutics and pharmacokinetics of broad categories of pharmacologic agents. Focus will be on pharmacotherapeutic modalities utilized by advanced practice nurses. Prerequisites: None

MSN5400 Healthcare Policy and Delivery Systems

3 Semester Credits

This course focuses on the formation of health care policy and the role of policy in healthcare delivery. Students will assess the role of stakeholders in the development of policy and explore the impact of economic, political, legal and ethical issues on healthcare reform. The course also examines the organization of health care delivery systems and the role of the advanced nurse in driving reforms to policy. Prerequisites: None

MSN5500 Nursing Informatics

3 Semester Credits

This course provides an introduction and overview of nursing informatics. Students will explore the theories and frameworks that guide the field of nursing informatics. The course focuses on the lifecycle of various information systems and the role of the nurse in applying informatics to improve health care outcomes. Further attention is given to ethical and legal considerations in the gathering and application of patient data and information. Prerequisites: None

MSN5550 Health Promotion: Prevention of Disease

3 Semester Credits

This course introduces the student to current issues, theories and evidence based practice research in health promotion and disease prevention related to the pediatric, adult and geriatric populations. The role of the advanced practice nurse in risk assessment, education and screening will be highlighted, as well as teaching the student to think broadly about health promotion to reduce the number of inpatient visits amongst the sick population. This course will use case studies, lecture and open discussion to accomplish a clear understanding of the importance of disease prevention and health promotion. Prerequisite: None

MSN5600 Diagnosis, Symptom and Illness Management

3 Semester Credits

This course offers lecture/theory content to prepare the Family Nurse practitioner to deliver primary and/or acute care to adults, including the geriatric population, experiencing and managing health problems in one or more body systems. Nurse practitioner students will focus on health care for all populations, with particular emphasis on culture and the underserved populations. This course will also place emphasis on health promotion and disease prevention, screening of adult and older populations, and providing culturally competent care. Professional, ethical, and legal issues are addressed along with preparing the family nurse practitioner on how to appropriately diagnose and manage common health issues in the pediatric, adult and geriatric population. Prerequisite: MSN5150 and MSN5350

MSN5650 Nursing Decision Making

3 Semester Credits

The course emphasizes the value of various theoretical frameworks for decision making in complex healthcare settings. Students will examine decision making models and processes. Ethical and leadership contexts and explore the impact these models have on healthcare outcomes. Further focus is given to systems thinking and bioethical considerations. Prerequisites: None

MSN5700 Advanced Practice in Primary Care I

6 Semester Credits

This first course is broken into three sections and it examines the range of acute and chronic conditions experienced by clients in the primary care setting which are within the scope of practice of the family nurse practitioner. Students will develop a consistent approach to screening, assessment, utilization of diagnostic procedures, diagnosis, symptom management, disease treatment, and health promotion activities. The course content will build upon previous diagnostic knowledge and clinical reasoning skills in the development of appropriate diagnostic workups and differential diagnosis learned in the Diagnosis, Symptom and Illness Management Course. In this course the student will analyze and provide in depth care to adult and geriatric populations in non-acute, community-office- outpatient clinic settings.

Patient management will be focused upon evidence based practice and the nursing process.

Prerequisite: MSN5200, MSN5350, MSN5550

MSN5850 Finance and Economics of Healthcare Delivery

3 Semester Credits

The purpose of this course is to examine the role of fiscal management in healthcare delivery, prepare students to develop sound budgets and sustainable financial models, and develop students' conceptual and technical understanding of the economic principles that drive healthcare delivery. Students will analyze principles of healthcare economics, finance, budgeting, third party reimbursement, variance, and identify practices that promote financial viability and improve healthcare delivery. The course focuses on fiscal and economic principles that serve as a foundation for sound decision making and strategic planning.

Prerequisites: None

MSN5950 Role of the Nurse Leader and Leadership Quality Initiatives

3 Semester Credits

This course focuses on the multifaceted role of the nurse leader in healthcare organizations. The course examines strategies that enhance nurse leadership and promote the advancement of the nursing profession. Students will analyze leadership, change, and organizational theories as they apply to complex healthcare systems. Students will explore strategies for leading and sustaining change and examine the impact of ethical and legal issues on the role of the nurse leader. Students will examine the most current information on quality issues, tools, and strategies and learn to develop quality measurement approach that includes data collection planning, data analysis, and statistical process control methods. Focus on creating a healthcare culture that fosters quality in healthcare delivery through the role of an advanced practice nurse administrator. Prerequisites: None

MSN6000 Role of the Nurse Educator

3 Semester Credits

This course introduces the student to the National league for Nurses core competencies for nurse educators. This course will also introduce the student to skills and knowledge associated with roles and responsibilities of the nurse educator. Social, economic, and political trends affecting healthcare will be explored. Core competencies for nurse educators will be examined. Prerequisites: None

MSN6050 Advanced Practice in Primary Care II

5 Semester Credits

In this course, the second of three sections, the student will learn how to manage the primary health care of women from menarche to end of pregnancy. Focus is on disease prevention, health promotion, and the clinical management of recurring health problems of women. The student will identify normal physiologic alterations associated with reproductive health. Prerequisite: MSN5600 and MSN5700

MSN6100 Curriculum Development in Nursing Education

3 Semester Credits

This course is designed to introduce the student to the process of curriculum development and evaluation. Students will analyze factors that influence curriculum development, implementation and evaluation. Accreditation standards, trends in professional nursing practice, economic, and policy issues are analyzed within the context of curriculum development and program evaluation. Major theories and concepts that relate to curriculum development will be explored. Prerequisites: None

MSN6150 Advanced Practice in Primary Care III

5 Semester Credits

This course provides didactic and clinical experience in pediatric health care settings (infant through adolescent). It emphasizes on development, health promotion and disease prevention, and clinical decision making. Students will perform comprehensive and episodic clinical assessments, including appropriate diagnostic testing and therapeutic interventions, including sports physical examinations, depending on the clinical site. Students will learn how to manage both the stable, chronic illnesses suffered by the pediatric population and the treatment of acute, episodic health problems. Prerequisite: MSN5600 and MSN5700

MSN6200 Teaching Strategies and Technology in Nursing Education

3 Semester Credits

This course introduces the student to nursing educational concepts and is designed to expand the student's knowledge of foundational approaches to teaching and learning. Focus is placed on two central elements: Innovative teaching techniques for various learning environments including diverse and global perspectives of teaching, and on assessment of learners' needs, learning styles, innovative teaching methodologies and strategies to adapt to change in the learning environment. Students will explore and develop their personal teaching philosophy to meet the demands of the ever changing healthcare environment. Prerequisites: None

MSN6350 Effective Healthcare Leadership

3 Semester Credits

This course introduces the student to the numerous facets of the modern Healthcare System. Students will be exposed to learning how to address operational, technical, human resources, and other organizational matters along with day to day responsibilities of a nursing administrator. Course will enhance student's knowledge of the organizational functions of today's complex and evolutionary healthcare delivery system. Prerequisites: None

MSN6400 Role Development in Family Practice: Clinical Integration

6 Semester Credits

During the role development portion of this course, students will provide care to adults and/or children within their family context in one clinical setting under the guidance of a clinical preceptor. Emphasis is on applying theory and research to families with members experiencing complex health problems. Related professional issues will be explored in the clinical seminar. This required course is designed to further develop the role of the advanced practice student, in the provision of primary care to individuals, families, and communities through the life span in a variety of clinical settings. This course integrates theory and research in clinical application of the care of the primary care population by nurse practitioners. Integrating case presentations and a minimum of 180 clinical hours, the family nurse practitioner student will be able to have a clear understanding of how to appropriately diagnose and manage commonly encountered illnesses in the pediatric, adult and geriatric population. Prerequisite: MSN5150, MSN5200, MSN5250, MSN5300, MSN5350, MSN5400, MSN5550, MSN5600, MSN5700, MSN6050, MSN6150

MSN6450 Nursing Leadership Capstone

3 Semester Credits

This course provides opportunity for the student to analyze, synthesize and utilize all content from prior courses in a nursing leadership environment. The capstone course is designed to be the culminating work for the Master of Science in Leadership. Under the guidance of the instructor, students will design a project to demonstrate their mastery of nursing leadership. Students will include scholarly research, attention to ethical frameworks, and critical analysis in their project. A professional presentation of 10-15 minutes of the student's project is required. Prerequisites: MSN5150, MSN5200, MSN5250, MSN5300, MSN5350, MSN5400, MSN5500, MSN5650, MSN5850, MSN5950, MSN6350

MSN6500 Assessment and Evaluation in Nursing Education

3 Semester Credits

This course focuses assessment, and evaluation methods in nursing education. It is designed to prepare nurse educators to design student and program assessment strategies. Various modalities for assessment, testing, validating, and evaluating learning will be examined. Evidence-based methods of evaluating learning outcomes in various educational environments are explored. Prerequisites: None

MSN6600 Nursing Education Capstone

3 Semester Credits

In this capstone course, students will synthesize knowledge learned throughout the nursing education program by demonstrating innovative strategies in instruction and evaluation. Students will exhibit their acquired knowledge and skills via didactic instruction in a classroom setting. This course will provide the student with the platform to develop an understanding of the principles, personal values, and beliefs that provide a framework for nursing practice. Prerequisites: MSN5150, MSN5200, MSN5250, MSN5300, MSN5350, MSN5400, MSN5500, MSN6000, MSN6100, MSN6200, MSN6500