

DEPARTMENT OF NURSING

Master of Science in Nursing

The University of North Carolina at Pembroke (UNCP) Department of Nursing offers a Master of Science degree program in Nursing. The program provides students with an opportunity to build expertise in a specialized area of nursing practice while enhancing their skills in theory and research for use in the advancement of the nursing profession. Through a blend of classroom and practicum experiences, the program prepares individuals for advanced nursing practice in one of three advanced roles: rural case manager, clinical nurse leader, or nurse educator.

The **nurse educator** specialty concentration prepares practicing nurses to assume roles as educators in baccalaureate and associate degree nursing programs, staff development programs, continuing education programs, and community health education programs. After a minimum of two years of full-time employment in an academic faculty role, graduates will be eligible to take the National League of Nursing (NLN) nurse educator certification examination. The **clinical nurse leader** specialty concentration prepares nurse leaders who will be accountable for clinical and health care environmental outcomes. The clinical nurse leader concentration focuses on the assessment, design, implementation, coordination and evaluation of health promotion, risk reduction, disease prevention and illness management services for individuals, families, groups, and communities. Graduates will be eligible to take the clinical nurse leader certification examination, with the appropriate clinical experience, offered by American Association of Colleges of Nursing (AACN). The **rural case manager** specialty concentration prepares nurses to coordinate and implement case management services at the system and community levels to promote quality cost-effective health outcomes for rural populations. Graduates of the program will be able to hold leadership and case manager positions across all health care settings and specialties. In addition, graduates will be eligible to take a case management certification examination with the appropriate clinical experience.

The Department of Nursing is committed to the recruitment of a diverse, achievement-oriented, and socially responsible student body that will enrich the intellectual, cultural and social community of the University and the community at large. The program reflects the faculty's commitment to providing graduate education that is relevant to the dynamic contemporary practice environment. The graduate program offers two pathways for earning the master's degree. The direct entry MSN pathway is targeted at individuals who have earned a baccalaureate of science in Nursing. The RN-MSN pathway is for registered nurses with an associate or diploma who may be eligible for early admission into the nursing graduate program. Combined credit toward the BSN and MSN degrees can be earned. The RN-BSN and MSN can be completed separately for those not wishing to apply to the RN-MSN program. The option is available for students enrolled in the RN-MSN pathway to graduate with a BSN and return at a later date to complete remaining graduate coursework; those recognizing the diversity of the students who may enroll in the program.

Educational Objectives of the Program

Upon completion of the program, the graduate will be able to:

1. Synthesize evidence-based knowledge, theories and principles from nursing, the arts and humanities, biopsychosocial and applied sciences which support advanced nursing practice and role development.
2. Assume leadership role in coordinating, managing, and improving health services for culturally diverse populations by using knowledge of political, economic, organizational, and regulatory systems.
3. Direct organizational and systems leadership initiatives for the improvement of health outcomes and safety for diverse individuals, families, groups, populations, and communities across the continuum of care.
4. Collaborate with interprofessional healthcare providers and consumers in designing, implementing, and evaluating health services for the attainment of shared health care goals that focus on clinical prevention and population health.
5. Integrate information technology for evidence-based care management, education, collaboration, and decision-making to improve health outcomes.
6. Demonstrate beginning competence in applying research principles to clinical practice that will impact advanced nursing practice and education as well as health programs and services.
7. Assume accountability for ethical values, principles, and personal beliefs that acknowledge human diversity and influence professional practice decisions and nursing interventions.
8. Adhere to ethical, legal, and regulatory mandates and professional standards for advanced nursing practice.

The relationship between the MSN program outcomes and the *Essentials of Master's Education in Nursing* is displayed in the table below.

Essentials of Master's Education in Nursing	UNCP MSN Program Outcomes
Background for Practice from Sciences and Humanities - Recognizes that the master's-prepared nurse integrates scientific findings from nursing, bio-psychosocial fields, genetics, public health, quality improvement, and organizational sciences for the continual improvement of nursing care across diverse settings.	1, 2, 3
Organizational and Systems Leadership - Recognizes that organizational and systems leadership are critical to the promotion of high quality and safe patient care. Leadership skills are needed that emphasize ethical and critical decision making, effective working relationships, and a systems-perspective.	2, 3
Quality Improvement and Safety -Recognizes that a master's-prepared nurse must be articulate in the methods, tools, performance measures, and standards related to quality, as well as prepared to apply quality principles within an organization.	2, 3, 8
Translating and Integrating Scholarship into Practice - Recognizes that the master's-prepared nurse applies research outcomes within the practice setting, resolves practice problems, works as a change agent, and disseminates results.	4, 6
Informatics and Healthcare Technologies - Recognizes that the master's-prepared nurse uses patient-care technologies to deliver and enhance care and uses	5, 6

communication technologies to integrate and coordinate care.	
Health Policy and Advocacy - Recognizes that the master's-prepared nurse is able to intervene at the system level through the policy development process and to employ advocacy strategies to influence health and health care.	2, 3
Interprofessional Collaboration for Improving Patient and Population Health Outcomes - Recognizes that the master's-prepared nurse, as a member and leader of interprofessional teams, communicates, collaborates, and consults with other health professionals to manage and coordinate care.	2, 3, 4
Clinical Prevention and Population Health for Improving Health -Recognizes that the master's-prepared nurse applies and integrates broad, organizational, client-centered, and culturally appropriate concepts in the planning, delivery, management, and evaluation of evidence-based clinical prevention and population care and services to individuals, families, and aggregates/identified populations.	2, 3,4,5,6,7
Master's-Level Nursing Practice - Recognizes that nursing practice, at the master's level, is broadly defined as any form of nursing intervention that influences healthcare outcomes for individuals, populations, or systems. Master's-level nursing graduates must have an advanced level of understanding of nursing and relevant sciences as well as the ability to integrate this knowledge into practice. Nursing practice interventions include both direct and indirect care components. AACN (2011). <i>The essentials of master's education in nursing</i> . Washington, DC: author	1,2,3,4,5,6,7,8