

# NURSING, MN: CLINICAL LEADERSHIP

## Master of Nursing-Clinical Leadership

The **Clinical Leadership** track of the MN program prepares nurses who can function independently, yet collaboratively, at a wide variety of leadership positions with an emphasis on quality and evidence-based practice. Graduates will be able to provide care for individuals, families, and populations in all healthcare settings. Graduates will also be prepared to apply evidence to practice and quality concerns to improve care and promote patient safety. Graduates of the clinical leader track will meet the requirements to take the CNC Clinical Nurse Leadership certification.

## Admission Requirements

### Application Deadlines

Application deadlines vary by program, please review the application deadline chart (<http://uwm.edu/graduateschool/program-deadlines/>) for specific programs. Other important dates and deadlines can be found by using the One Stop calendars (<https://uwm.edu/onestop/dates-and-deadlines/>).

### Admission

Admission to the program is the fall of each year for the Direct Entry. Post Baccalaureate and RN expedited master's students may be admitted at the beginning of any semester, including summer. The admission requirements of the master's program in Nursing are consistent with those requirements specified by the Graduate School of the University of Wisconsin-Milwaukee. In addition, students must also meet the following requirements for the College of Nursing:

### Program Pathway 1: Direct Entry Option

1. A bachelor's degree, with a minimum undergraduate grade point average of at least 3.00 (4.0 scale). Applicants with an undergraduate grade point average below a 3.00 but above a 2.75 may be considered for admission if, by the application deadline, the student either:
  - a. Has an advanced degree with a grade point average above 3.00, OR
  - b. Has completed a minimum of 24 credits post-baccalaureate with a grade point average above 3.00. At least one required science course must be included in the post-baccalaureate work.
2. Completion, with a grade of B or higher, and within the five years immediately preceding admission, of course work in the following areas:
  - upper-level undergraduate course in statistics
  - anatomy and physiology
  - growth and development
  - microbiology
  - biochemistry
  - nutrition (Clinical Nutrition is acceptable)
3. Three (3) letters of recommendation for graduate study in nursing, two (2) of which are from persons most knowledgeable about the applicant's recent academic and work experience.
4. Completion of a personal statement.

5. Personal interview with a faculty member or panel may be requested.
6. Completion of a Certified Nursing Assistant Course strongly recommended but not required.

### Program Pathway 2: RN with BSN

1. A bachelor's degree in Nursing from a professionally accredited program, with a minimum undergraduate grade point average of at least 2.75 (4.0 scale).
2. Completion with a grade of B or higher of an upper-level undergraduate course in statistics within the five years immediately preceding admission.
3. An unincumbered Registered Nurse License in the State of Wisconsin or state within the Licensure compact.
4. Three (3) letters of recommendation for graduate study in nursing, two (2) of which are from persons most knowledgeable about the applicant's recent academic and work experiences.
5. A minimum of one year experience as a Registered Nurse practicing in a clinical setting is required for the Nurse Educator specialty degree focus.
6. Completion of a personal statement.
7. Personal interview with faculty member or panel may be requested.

### Program Pathway 3: RN Expedited entry to MN program

Students in this program will need to complete 4 courses in the RN-BSN program as special students prior to entry into the Master of Nursing program. Student will complete the Master core and Master specialty courses in their selected pathway.

1. A bachelor's degree, with a minimum undergraduate grade point average of at least 3.00 (4.0 scale). Applicants with an undergraduate grade point average below a 3.00 but above a 2.75 may be considered for admission if, by the application deadline, the student either:
  - a. Has an advanced degree with a grade point average above 3.00, OR
  - b. Has achieved a grade point average above 3.0 or greater for pre-requisite courses including science-based courses.
2. Have completed the following courses:
  - a. upper-level undergraduate course in statistics
  - b. anatomy and physiology
  - c. growth and development
  - d. microbiology
  - e. biochemistry
  - f. nutrition (Clinical Nutrition is acceptable)
3. Has completed 12 credits specific post-baccalaureate courses in an RN-BSN program with a grade point average above 3.00.
4. An unincumbered Registered Nurse License in the State of Wisconsin or state within the Licensure compact.
5. A minimum of one year of experience as a Registered Nurse in a clinical setting is required for the Nurse Educator degree track.
6. Students complete the application process for entry into the MN in the last semester of coursework in which they will complete the RN-BSN courses and bridge coursework.
7. A personal statement and /or example of writing may be requested.
8. Personal interview with a faculty member or panel may be requested.

### Program Pathway 4: RN-BSN-MN

Students who chose the RN to MN program will have completed the Nursing Core Courses while completing the RN to BS program. Upon admission to the RN to MN program, students complete the remaining

33 required credits in the post-licensure MN curriculum, for a total of 42 graduate credits for the MN.

1. A bachelor's degree, with a minimum undergraduate grade point average of at least 3.00 (4.0 scale). Applicants with an undergraduate grade point average below a 3.00 but above a 2.75 may be considered for admission if, by the application deadline, the student either:
  - a. Has an advanced degree with a grade point average above 3.00, OR
  - b. Has completed post-baccalaureate courses in an RN-BSN program with a grade point average above 3.00.
2. RN-MN students must have a cumulative GPA on RN-BSN course work of 3.0 with a minimum grade of B- in all nursing courses.
3. An unincumbered Registered Nurse License in the State of Wisconsin or state within the Licensure compact.
4. Students complete the regular application process for the MN in the last semester of coursework in which they will complete the RN-BSN courses and bridge coursework.
5. A personal statement may be requested.
6. Personal interview with a faculty member or panel may be requested.

### Faculty Advisor

The student is assigned to a faculty advisor at the time of admission to advise and supervise the student's studies as specified in Graduate School regulations.

## Credits and Courses

The Master of Nursing Program is designed to meet the Essentials of Masters Education in Nursing standards. The program curriculum prepares students to take the Clinical Nurse Leader Certification examination or the National League for Nursing examination for Certification as a Nurse Educator.

### Two specialty degree tracks (Clinical Leadership & Nurse Educator) with Four Program Pathways:

1. The Direct Entry Master's program is designed for individuals interested in re-careering into a career in nursing. These students enter the program with a non-nursing Baccalaureate degree.

Students are first inducted to professional nursing by first meeting the essential pre-licensure areas defined by AACN and the requirements of the State of Wisconsin needed for a nurse entering into professional practice. This phase of the pathway is referred to as the pre-licensure phase. This phase for a full-time student requires 3 semesters, one winterim, and one summer. At the completion of this phase, the student is eligible to take the NCLEX- RN exam and when successful, become a Registered Nurse in the State of Wisconsin.

The Direct Entry students who have become licensed then continue to gather advanced skills and knowledge related to functioning as a clinical leader in the leadership track while working as RN's. This includes courses designed to improve clinical knowledge, and courses to support practice as a clinical leader. Core competencies include assessment clinical practice, identification of quality gaps, utilization of data and information systems, and application and evaluation of evidence to address quality concerns while functioning in a interprofessional team.

The Nurse Educator track is not an option to students in the Direct Entry Program as they do not have the required one year of clinical experience prior to entry.

2. Registered Nurses with an existing Baccalaureate of Nursing degree and at least one year of clinical experience will have a choice of program tracks. They can choose a plan of study to a degree with a focus on the clinical leadership or nurse education track. Both tracks include the same core courses focused on increased clinical knowledge and evidence-based practice. The leadership and educator pathways have specific courses related to preparation for functioning in each role.

3. Expedited Master's Entry students have an RN license and a non-nursing Baccalaureate degree. Students take the courses that will give them the pre-licensure essentials required for a Baccalaureate level practice as a professional nurse. These courses are offered in the UWM College of Nursing RN to BSN program, which offers the courses via three modes (FLEX, BSN@Home, BSN@Work), and students choose their preferred mode of learning.

Students will be admitted as "Special Students" and must achieve a B- or above in all RN to BSN courses and prerequisites to be eligible to apply and enter the MN program. Once students have completed the required courses and any prerequisites, they can apply for admission into the MN program. Students who have at least one year of clinical nursing experience may select either the clinical leader or nurse educator tracks.

Students completing this pathway do not earn a BSN.

4. Registered Nurses with an Associate Degree without a Baccalaureate enter into the RN to BSN program first. Upon completion of the RN to BSN program, they are admitted to the MN program following the BSN-MN pathway. Students taking this pathway earn BSN and MN degrees. Students who have at least one year of clinical nursing experience may select either the clinical leader or nurse educator tracks.

### Direct Entry Master's Curriculum (Pathway #1)

Students admitted to the Direct Entry Option complete a 16-month, full-time pre-licensure curriculum prior to beginning the advanced practice nursing master's program. Successful completion of all courses in the pre-licensure curriculum with a grade of B- or better is required prior to beginning the advanced practice nursing curriculum. Attainment of a Registered Nurse license is required prior to beginning the summer of the second year of the program.

### Pre-licensure Curriculum 46 credits (required for students without licensure only)

Code	Title	Credits
NURS 654G	Health Assessment and Promotion	3
NURS 657G	Pharmacotherapeutics for Nursing Practice	3
NURS 653G	Foundations in Pathophysiology for Nursing Practice	4
NURS 670G	Nursing Care of Adults and Older Adults I	3
NURS 671G	Nursing Care of Adults and Older Adults II	3
NURS 672G	Nursing Care of Women and Infants	2
NURS 673G	Nursing Care of Children and Families	2
NURS 674G	Mental Health Nursing Care Across the Lifespan	2
NURS 717	Community Health Nursing	3

NURS 681G	Professional Role in Health Care Systems	3
NURS 680G	Nursing and Society	4
NURS 685G	Clinical Reasoning	5
NURS 686G	Professional Nursing Practicum I	3
NURS 688G	Professional Nursing Practicum II	4
NURS 663G	Transformation to Professional Practice	2
<b>Total Credits</b>		<b>46</b>

### Expedited Master's (Pathway #3)

The following courses are requirements for the RN with a non-nursing baccalaureate. Students will be admitted as a special student until entry into the Master's program.

Code	Title	Credits
NURS 441X	Chronic Care Management	3
NURS 446X	Research and Evidence-Based Practice	3
NURS 453X	Information Management and Healthcare Technology	3
NURS 454X	Community Health Nursing	3
<b>Total Credits</b>		<b>12</b>

### Post-Licensure Curriculum Courses

#### Core Masters Courses (taken in all Program Pathways and Tracks)

Code	Title	Credits
<b>Advanced Care Core: 9 credits</b>		
NURS 707	Advanced Pharmacology: Application to Advanced Nursing Practice	3
NURS 753	Pathophysiologic Basis of Advanced Nursing Practice	3
NURS 754	Comprehensive Assessment of Health: Implications for Clinical Decision-Making	3
<b>Master's Graduate Nursing Core: 18 credits</b>		
NURS 709	Leading and Managing in Systems of Care	3
NURS 712	Health Promotion Perspectives	3
NURS 720	Biostatistics and Applications for Nursing Practice	3
NURS 725	Evidence Based Practice in Healthcare	3
NURS 728	Epidemiological Principles for Population Health	3
NURS 803	Health Policy	3
<b>Total Credits</b>		<b>27</b>

### RN to MN Option

The RN to MN track is designed for RN students who are interested in completing both a BS and a MN degree. Students in this option complete 9 credits of graduate core courses while enrolled in the BS in Nursing program designed for Registered Nurses. In the last semester of the BS program, they apply for admission to the graduate program. In addition to the admission requirements described above, students will be required to have completed the 9 credits of graduate core courses with a grade of B- or better. Upon admission they complete the remaining 24 required credits in the post-licensure MN curriculum.

Students accepted post BSN will complete the MN program by successful completion of the following courses:

Code	Title	Credits
<b>Graduate Core</b>		
NURS 712	Health Promotion Perspectives	3
NURS 720	Biostatistics and Applications for Nursing Practice	3
NURS 725	Evidence Based Practice in Healthcare	3
NURS 728	Epidemiological Principles for Population Health	3
NURS 750	Outcomes and Quality Management	3
NURS 773	Information Systems to Support Clinical Decision-Making	3
NURS 803	Health Policy	3
<b>Focused Core</b>		
NURS 709	Leading and Managing in Systems of Care	3
NURS 723	Evidence-Based Care Management	3
NURS 734	Master of Nursing Residency I <sup>1</sup>	3
NURS 789	Master of Nursing Residency II (Fulfills Master's Capstone Requirement) <sup>1</sup>	3
<b>Total Credits</b>		<b>33</b>

<sup>1</sup> Connotes clinical course or clinical component

### Clinical Leadership Track Requirements

The **Clinical Leadership** track of the MN program prepares nurses who can function independently, yet collaboratively, at a wide variety of leadership positions with an emphasis on quality and evidence-based practice. Graduates will be able to provide care for individuals, families, and populations in all healthcare settings. Graduates will also be prepared to apply evidence to practice and quality concerns to improve care and promote patient safety. Graduates of the clinical leader track will meet the requirements to take the CNC Clinical Nurse Leadership certification.

Code	Title	Credits
NURS 750	Outcomes and Quality Management	3
NURS 773	Information Systems to Support Clinical Decision-Making	3
NURS 723	Evidence-Based Care Management	3
NURS 734	Master of Nursing Residency I	3
NURS 789	Master of Nursing Residency II	3
NURS 699G	Transformation to Clinical Leadership	1
<b>Total Credits</b>		<b>16</b>

## Additional Requirements

### Minimum Grade Requirement

For continuance in the program, in addition to general Graduate School requirements students must achieve a minimum grade of B- in all required Master of Nursing practicum courses and a minimum grade of B- in all other required courses and a cumulative GPA of 3.00.

### Master's Clinical Project

The student will complete a final comprehensive clinical project.

**Time Limit**

Students in the Master of Nursing program must complete all degree requirements within seven years of the first enrollment semester as a degree student.