**Master of Science in Nursing**

**Mission**
The Master of Science in Nursing (MSN) Program, guided by Christian principles, builds on the baccalaureate nursing foundation to prepare advanced nurses as family nurse practitioners (FNP), adult gerontology primary care nurse practitioners (AGPCNP), and nurse educators (NE), to meet professional standards and competencies.

**Program Outcomes**
Upon graduation the graduate student will be able to:

1. Integrate liberal arts and sciences into advanced nursing roles and education.
2. Analyze organizational and systems leadership principles to improve quality and patient safety in advanced nursing roles.
3. Integrate evidence-based approaches into advanced nursing practice and education.
4. Integrate healthcare technologies in the delivery, enhancement, and coordination of quality patient care.
5. Analyze healthcare policies, finances, and regulations that impact healthcare systems.
6. Integrate patient-centered care using interprofessional teams to improve health outcomes of individuals and populations.
7. Integrate evidence-based, culturally appropriate knowledge in clinical prevention and population health at the individual and aggregate level.
9. Apply best evidence to assure competence in advanced nursing practice or nursing education with diverse populations.

**General Information**
1. The MSN Programs and Certificate After Graduate Education (CAGE) are accredited by the Commission on Collegiate Nursing Education (CCNE), 655 K Street NW, Suite 750, Washington, DC. 20001, 202-887-6791.
2. All students must maintain RN licensure in the state in which they do their clinical practica while enrolled in the Advanced Practice Nursing or Nurse Educator clinical courses. It is the students’ responsibility to make sure their program of study is eligible and meets all requirements within that state’s Department of Licensing & Regulation.
3. Students will be expected to work with all clients assigned to them. There is the possibility of exposure to clients with communicable diseases. Students will abide by universal precautions while working with clients.
4. Students must maintain a minimum 3.0 grade point average while in the program. Policies regarding progression and retention will be applied if the GPA falls below 3.0.
5. Students are expected to act with appropriate professional behavior at all times.
6. The MSN FNP and AGPCNP clinical sequences are designed to provide a minimum of 720 hours of clinical time to meet the requirements for taking the appropriate certification examination.

Some students may require additional hours. All students will be required to identify appropriate preceptors. CUW faculty will make the final decision regarding preceptor approval.

7. Once accepted to the program, students are required to begin the program at the start of the next semester.
8. Students must complete all degree requirements within a five-year period from the time of taking the first course in the program.

**Entrance Requirements for the Graduate School of Nursing in Addition to Graduate School Requirements**
- BSN degree from an accredited nursing school
- Minimum 3.0 cumulative GPA
- Science GPA is evaluated as part of the admission process
- Current licensure as a registered nurse in the USA
- Actively working in practice. Preference is given to nurses with a minimum of two years of nursing experience.
- Current CPR certification
- Ability to perform Technical Standards for Registered Nurses
- Successful completion of: Statistics course – three credits with a minimum grade of B or higher. Must be completed before registering for MSN 840 Advanced Evidence-Based Nursing Practice

**Application/Admission Process**
Students may apply online through Concordia’s direct online application at www.cuw.edu/apply. When applying directly, students will submit:

- Application form available at www.cuw.edu/apply
- Non-refundable $50 application fee
- All official college transcripts leading to the bachelor’s degree
- An essay that addresses the following topics:
  - Rationale for choosing a career as a primary care Nurse Practitioner or as a Nurse Educator
  - Career goals as a primary care Nurse Practitioner or Nurse Educator
  - Personal compatibility with the CUW mission
  - Plans for academic success, including time management, stress management, and professional communication
  - Any previous academic issues
- Professional resume and a Certified Background Check
- Three letters of reference: two must be professional and/or academic and one must be from an individual who has worked with the applicant in a professional capacity and has a minimum of a Master’s degree.
- Applicants who have completed graduate level classes and wish to have them evaluated must submit these transcripts and the transfer credit form (https://drive.google.com/file/d/1EjCHDgk8X7B874BAvP2J7nhcGA7GEdF/view?usp=sharing). GRE exams are not required.

The deadline for fall admission is May 1.
The deadline for spring admission is October 1.

In addition to the Graduate Admission Requirements, there may be a pre-admission telephone interview.
The admission committee will review applications and forward recommendations to the Dean of the School of Nursing. After the recommendation for admission is approved, a formal letter of acceptance or denial is sent to the student.

**Degree Requirements**

The 41 credit Nurse Practitioner option will prepare primary care FNPs or AGPCNPs. The 39 credit NE option prepares students to teach in schools of nursing and health care settings. The MSN program is offered online with residency requirements for Nurse Practitioner students.

### Family and Adult/Gerontology Primary Care Nurse Practitioner

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>BIO 850</td>
<td>Genetics, Immunology &amp; Microbi</td>
<td>3</td>
</tr>
<tr>
<td>MSN 830</td>
<td>Healthcare Policy &amp; Issues in Advanced Nursing</td>
<td>3</td>
</tr>
<tr>
<td>MSN 834</td>
<td>Theoretical Foundations for Adv Nursing Roles and Interprofessional Collaboration</td>
<td>3</td>
</tr>
<tr>
<td>MSN 836</td>
<td>Advanced Pathophysiology Across the Life Span</td>
<td>3</td>
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<tr>
<td>MSN 840</td>
<td>Advanced Evidence-Based Nursing Practice</td>
<td>3</td>
</tr>
<tr>
<td>MSN 860</td>
<td>Foundations of Healthcare Informatics</td>
<td>3</td>
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<tr>
<td>MSN 845</td>
<td>Role Transition for APN</td>
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<tr>
<td>BIO 842</td>
<td>Pharmacotherapeutics</td>
<td>3</td>
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<tr>
<td>MSN 538</td>
<td>Advanced Health Assessment</td>
<td>3</td>
</tr>
<tr>
<td>MSN 892</td>
<td>Global Perspectives in Health Care</td>
<td>3</td>
</tr>
<tr>
<td>or MBA 827</td>
<td>Project Management</td>
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<tr>
<td>or MBA 985</td>
<td>Spec Topics-Health Care</td>
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<tr>
<td>or MMC 840</td>
<td>Pub Speak:Reprt/Presen</td>
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<tr>
<td>or MPA 840</td>
<td>Public Program Evaluation</td>
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<tr>
<td><strong>Specialization Courses (FNP)</strong></td>
<td></td>
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<tr>
<td>MSN 851</td>
<td>Adv Prim Care Clin I-FNP</td>
<td></td>
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<tr>
<td>MSN 852</td>
<td>Adv Prim Care Clin II-FNP</td>
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<tr>
<td>MSN 853</td>
<td>Adv Prim Care Clin III-FNP</td>
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<tr>
<td><strong>Specialization Courses (AGPCNP)</strong></td>
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<td>MSN 865</td>
<td>Adv Prim Care Clin I-AGPCNP</td>
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<tr>
<td>MSN 866</td>
<td>Adv Prim Care Clin II-AGPCNP</td>
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<tr>
<td>MSN 867</td>
<td>Adv Prim Care Clin III-AGPCNP</td>
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<td><strong>Total Hours</strong></td>
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<td>41</td>
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### Certificate After Graduation Education

**Credit Degree Program**

Students with a prior Master of Science in Nursing degree may add a new area of certification by completing a Certificate After Graduate Education (CAGE) in Nursing. Credit requirements for completion will vary based on prior academic work.

### RN to BSN to MSN Online

The online RN-BSN-MSN program allows a seamless academic progression for RNs who currently hold an Associate Degree in Nursing (ADN) to achieve a higher level of education through an innovative educational curriculum with the option to exit at the BSN level or continue to the MSN Program. This program combines BSN and MSN studies, and has three areas of specialization:

1. Nurse Educator (NE)
2. Family Nurse Practitioner (FNP)
3. Adult Gerontology Primary Care Nurse Practitioner (AGPCNP)

The core liberal arts courses are taken from the following:

- Theology 6 credits
- Humanities 6 credits
- Cross Cultural 3 credits
- Social Science 6 credits
- Communication 3 credits
- and an additional 6 credits from the following science classes:
  - Anatomy and Physiology I with lab
  - Anatomy and Physiology II with lab
  - Microbiology
  - and Lifespan Development.

Students may transfer in any of these courses, with the exception of Theology, if approved by the director.

To fulfill Concordia's degree requirements, a minimum of 36 credits must be taken at Concordia to earn a BSN. These credits may include both nursing and liberal arts coursework.

### RN-MSN Program Admission Requirements

- Non-refundable $50 application fee
- RN with ADN from an accredited program
• Licensed as an RN in the state in which student is working
• Current CPR certification
• Overall GPA of 3.0 or higher from all previous coursework. Transcripts will be reviewed and up to 85 credits from previous coursework will be accepted toward this degree (i.e. Anatomy and Physiology 8 credits, Microbiology 4 credits, Chemistry 3 credits, and Human Development 3 credits, nursing courses.)
• An essay that addresses the following topics:
  • Rationale for choosing a career as a primary care Nurse Practitioner or as a Nurse Educator
  • Career goals as a primary care Nurse Practitioner or Nurse Educator
  • Plans for academic success, including time management, stress management, and professional communication
  • Any previous academic issues
• Three letters of reference: two must be from professional and/or academic sources, and one must be from an individual who has worked with the applicant in a professional capacity and has a minimum of a Master's degree.
• Professional resume and a Certified Background Check

RN-BSN Online Cohort

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>NURS 336</td>
<td>Nursing Research for RNs</td>
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<tr>
<td>NURS 830</td>
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<td>3</td>
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<tr>
<td>NURS 834</td>
<td></td>
<td>3</td>
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<tr>
<td>NURS 342</td>
<td>Population Health</td>
<td>4</td>
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<tr>
<td>MSN 840</td>
<td>Advanced Evidence-Based Nursing Practice</td>
<td>3</td>
</tr>
<tr>
<td>NURS 301</td>
<td>Dimensions of Profess Nursing</td>
<td>3</td>
</tr>
<tr>
<td>NURS 442</td>
<td>Leadership: the Future of Nurs</td>
<td>3</td>
</tr>
<tr>
<td>BIO 850</td>
<td>Genetics, Immunology &amp; Microbi</td>
<td>3</td>
</tr>
<tr>
<td>MSN 820</td>
<td>Basic Statistics for Health Care Professionals</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Total Hours</td>
<td>28</td>
</tr>
</tbody>
</table>

Exit with BSN or request a formal review with the Program Director to progress to MSN program.

Transfer of Credit

The Graduate Nursing Program will accept up to 6 transfer credits, of previous graduate level coursework, into the MSN program based on the following criteria:

1. Coursework must have been completed within five years prior to admission to the program (or be approved by the MSN faculty committee).
2. Courses transferred must be comparable in scope and subject matter to courses offered in the MSN Program. The student will need to provide a course description and the course syllabus for any course requested for transfer. A transfer credit form (https://drive.google.com/file/d/1EJCHDgkhX7B874BAvP2J7nhcGA7GEqEF/view) must be completed and submitted to the Graduate Nursing Office for approval upon admission.
3. All courses transferred in must be at least 3.0 on a 4.0 scale.
4. All transfer credits must be certified by the Registrar and approved for the degree by one of the Co-Directors of the Graduate Nursing program.
5. Pathophysiology and Pharmacotherapeutics will not be accepted as transfer credits.
6. Transfer credits will not be applied to the cumulative grade point average the student earns while in Concordia’s MSN program.