| **Course Name & Number**  **(revised course**  **names**  **for 2019/2020)** | **UWGB MSN Program (Student) Outcomes (SLOs) with achievement level**  **(B)-Beginner**  **(D)-Developing (P)-Proficient** | **UWGB Learning Outcomes** <https://www.uwgb.edu/provost/institutional-learning-outcomes/> | **AACN MSN Essential(2011)** | **AONE Nurse Mgr Competency**  **(2015)** | **AONE Nurse Exe Competency**  **(2015)** | **Quadruple**  **Aim** | **Quantum**  **Principle** | **QSEN**  **competency** | **Exemplar assignment description** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1. MSN Orientation and Resource Module | 1. none | none | none | 4, 5 | 16, 21, 28 | none | none | none | Basics of statistics reviewed  and practice uploading and posting in online courses |
| NURS 734:  Evidence-Based Practice for Nurse Leaders and Managers (3 cr) | 1. 4 D | 4 | 4 | 7 | 12, 23 | 1 | 6 | 5 | Issue Paper |
| NURS 737:  Leadership in Complex Systems (3 cr) | 9 D | 1 | 7 | 13 | 3, 4, 6, 15, 20, 23 | 4 | 1-10 | 2 | Mentorship project - Student works with mentor/leader to develop networking skills, reflect on leadership practices |
| NURS 741:  Theories of Organizational Behavior and Nursing (3 cr) | 3 D | 2 | 2 | 4, 6, 9 | 16 | 1 | 1, 2, 3, 4, 6 | 2 | Write a personal nursing leadership philosophy |
| NURS 745:  Economics and Policy in Health Systems (3 cr) | 6 D | 3, 5 | 6 | 1,4 | 16,10 | 1 | 3 | 2 | Oral, live power point presentation on a health care policy topic |
| **Course Name & Number**  **(revised course**  **names**  **for 2019/2020)** | **UWGB MSN Program (Student) Outcomes (SLOs) with achievement level**  **(B)-Beginner**  **(D)-Developing (P)-Proficient** | **UWGB Learning Outcomes** <https://www.uwgb.edu/provost/institutional-learning-outcomes/> | **AACN MSN Essential(2011)** | **AONE Nurse Mgr Competency**  **(2015)** | **AONE Nurse Exe Competency**  **(2015)** | **Quadruple**  **Aim** | **Quantum**  **Principle** | **QSEN**  **competency** | **Exemplar assignment description** |
| NURS 750:  Human Resources Management (3 cr) | 2 D | 3 | 3 | 8 | 2, 4, 15, 23, 26 | 4 | 5 | 5 | Case Study I – Discrimination case surrounding “floating” scenario |
| NURS 755: Program Planning for Population Health (2 cr) | 3 D  8 D | 3 | 8 | 3 | 12,14 | 1 | 3 | 4 | Health promotion/Disease Prevention Management Paper |
| NURS 760:  Informatics for Nursing Leaders (3 cr) | 5 D | 1 | 5 | 5 | 28 | 2 | 7 | 1-6 | Lesson 14 – Groups of students develop EHR implementation plan |
| NURS 770:  Practicum I: Leadership & Management Practices – Quality and Safety (2 cr) | 3 P | 1, 4 | 3 | 3 | 14 | 1, 2 | 6, 9 | 4 | Quality and Safety Initiative Checklist |
| NURS 772:  Practicum II: Leadership & Management Practices - Change, Culture & Communication (2 cr) | 2 P  7 P  9 P | 1, 3, 4, 7 | 2, 9 | 9 | 1, 20 | 1, 3, 4 | 7, 8 | 2 | Org Culture Assessment tool;  Refinement of personal nursing leadership philosophy |
| **Course Name & Number**  **(revised course**  **names**  **for 2019/2020)** | **UWGB MSN Program (Student) Outcomes (SLOs) with achievement level**  **(B)-Beginner**  **(D)-Developing (P)-Proficient** | **UWGB Learning Outcomes** <https://www.uwgb.edu/provost/institutional-learning-outcomes/> | **AACN MSN Essential(2011)** | **AONE Nurse Mgr Competency**  **(2015)** | **AONE Nurse Exe Competency**  **(2015)** | **Quadruple**  **Aim** | **Quantum**  **Principle** | **QSEN**  **competency** | **Exemplar assignment description** |
| NURS 774:  Practicum III: Transition to Leadership and Management Roles (2 cr) | 9 P  10 P | 1, 4 | 9 | 11,12,13 | 21,22 | 1,4 | 7 | 1,2 |  |
| NURS 780:  Financial Management for Nurses (3 cr) | 6 D  2 D | 3 | 9 | 1,14 | 1,16,25 | 3 | 3 | 6 | CHF readmission reduction project. Financial development of a new program |
| NURS 785: Environmental Sustainability for Nurse Leaders (2 cr) | 1 D  2 D  3 D | 1, 2, 4, 6, 7 | 1, 2, 6, 7, | 1, 5, 6, | 5, 14, 18, 21, 24, 25, 27 | 3 | 4, 7, 8, 10 | 2, 4, | Hospital/Home Community Assessment  Environmental Sustainability Project Proposal |
| NURS 790:  MSN Leadership Project (1 cr each semester) | 3 D  4 D | 3, 4 | 4, 9 | 9 | 12, 20 | 1 | 7 | 1 | Weekly Logs |

Rev. 11/3/14; 3/3/16; 5/15/17; 4/9/18; 11/29/18

**Appendix**

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| **UW Green Bay MSN Program Outcomes** |
| 1. Integrate knowledge of sciences and humanities as a basis for leadership and nursing practice. |
| 2. Apply concepts of organizational and systems leadership in decision making in the health care environment |
| 3. Enact a nurse leader role in safety and quality improvement in the health care environment |
| 4. Apply research evidence in nursing leadership and practice to enhance care and improve outcomes of nursing. |
| 5.Utilize informatics and health care technologies to enhance care and outcomes of nursing |
| 6. Intervene at the systems level through policy, fiscal management, and advocacy to influence the health care environment. |
| 7. Communicate and collaborate as a member and leader of inter-professional teams to optimize health care delivery. |
| 8. Analyze the role of nurse leader to reduce health disparities and promote population health. |
| 9. Evaluate personal growth as a professional nurse leader. |
| 10. Influence health care outcomes through master’s level nursing practice, cognizant of environmental sustainability. |

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| **AACN MSN Essentials (2011)** |
| 1. Background in Sciences & Humanities |
| 1. Organizational and Systems Leadership |
| 1. QI and Safety |
| 1. Translating and Integrating Scholarship into Practice |
| 1. Informatics and Healthcare |
| 1. Health Policy and Advocacy |
| 1. Inter-professional collaboration for Improving Patient and Population Health |
| 1. Clinical Prevention and Population Health for Improving Health |
| 1. MSN level nursing practice |



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| **AONE Nurse Executive (Exe) Competencies (2015) http://www.aone.org/resources/nec.pdf** | | | |
| **Communication and Relationship Building** | | **Leadership** | |
|  | 1. Effective Communication |  | 16.  Foundational Thinking Skills |
| 2. Relationship Management | 17.  Personal Journey Disciplines |
| 3. Influencing Behaviors | 18.  Systems Thinking |
| 4. Diversity | 19.  Succession Planning |
| 5. Community Involvement | 20.  Change Management |
| 6. Medical/Staff Relationships | **Professionalism** | |
| 7. Academic Relationships |  | 21.  Personal & Professional Accountability |
| **Knowledge of the Healthcare Environment** | | 22.  Career Planning |
|  | 8. Clinical Practice Knowledge | 23.  Ethics |
| 9. Delivery Models/Work Design | 24.  Advocacy |
| 10. Health Care Economics & Policy | **Business Skills** | |
| 11. Governance |  | 25. Financial Management |
| 12. EBP/Outcome Measurement & Research | 26.  Human Resource Mgt |
| 13. Patient Safety | 27.  Strategic Mgt |
| 14. Performance Improvement/ Metrics | 28.  Information Mgt & Technology |
| 15. Risk Management |  | |

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| **AONE System Chief Nurse Executive (2015) (not used)**  <http://www.aone.org/resources/nec-system-cne.pdf> |

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| **Quadruple Aim http://www.ihi.org/resources/Pages/AudioandVideo/WIHI-Moving-Upstream-to-Address-the-Quadruple-Aim.aspx https://www.ncbi.nlm.nih.gov/pubmed/25384822** |
| 1. Improving the Health of Populations |
| 2. Enhancing the Experience of Care for Individuals |
| 3. Reducing the Per Capita Cost of Health Care |
| 4. Attaining Joy in Work |

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| **Quantum Principle https://www.astdalaska.org/outside\_files/44603\_CH02\_Final.pdf** |
| 1. Wholes are Made Up of Parts |
| 2. All Healthcare is Local |
| 3. Adding Value to a Part Adds Value to the Whole |
| 4. Simple Systems Make Up Complex Systems |
| 5. Diversity is a Necessity of Life |
| 6. Error is Essential to Creation |
| 7. Systems Thrive When All of Their Functions Intersect and Interact |
| 8. Equilibrium and Disequilibrium Are in Constant Tension |
| 9. Change is Generated from the Center Outward |
| 10. Revolution Results from the Aggregation of Local Changes |

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| **QSEN Competencies http://qsen.org/competencies/graduate-ksas/** |
| **1. Patient-Centered Care** |
| **2. Teamwork and Collaboration** |
| **3. Evidence-Based Practice** |
| **4. Quality Improvement** |
| **5. Safety** |
| **6. Informatics** |

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| **University of Wisconsin, Green Bay Institutional Outcomes**  <https://www.uwgb.edu/provost/institutional-learning-outcomes/>  Upon completion of their education at the University of Wisconsin-Green Bay, students will have |
| 1. demonstrated the specialized knowledge, skills and perspectives in their chosen field or fields of study. |
| 1. demonstrated broad and integrative knowledge across a variety of fields of study. |
| 1. developed a variety of intellectual skills, including analytic inquiry, information literacy, diverse perspectives, ethical reasoning, quantitative fluency, and communicative fluency. |
| 1. engaged in applied and collaborative learning activities, in both academic and non-academic settings. |
| 1. demonstrated engaged citizenship in the United States and the world. |
| 1. developed an understanding of and appreciation for environmental and cultural sustainability. |
| 1. demonstrated the ability to identify and address problems from an interdisciplinary perspective. |