Spring Arbor UNIVERSITY

Online

ONLINE NURSING
DEGREE PROGRAMS GUIDE

online.arbor.edu

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THE SAU CONCEPT

Spring Arbor University is a community of learners distinguished by our lifelong involvement in the study and application of the liberal arts, total commitment to Jesus Christ as the perspective for learning, and critical participation in the contemporary world.

From the Office of the President

Our Values

- **We are committed** to Jesus Christ as Savior and Lord and affirm the importance of learning grounded in God's Creation and in His uniquely authoritative revelation through Scripture.

- **We are committed** to a liberal arts education involving the pursuit of all truth as God's truth, the development of Christian character, and the living integration of faith and learning.

- **We are committed** to the value and potential of every human being as created in God's image and thus accountable to Him and responsible for effective, redemptive participation in society and culture.

As a Spring Arbor University online student, your growth and success – academically, professionally and personally – are our focus. Even though you may not be physically present on campus, you are part of a community of learners who are distinguished by our lifelong involvement in the study and application of the liberal arts, a total commitment to Jesus Christ as the perspective for learning, and critical participation in the contemporary world.

As leaders in adult online education, we understand that you need flexibility and support. That is why I encourage you to fully engage with your fellow students, the faculty and your student success advisor. Each will enrich your academic experience in ways you never imagined possible.

You are here to receive a quality education and to advance your career. Keep these goals top of mind as you engage in critical thinking by asking questions in your pursuit of wisdom. Demonstrate your personal commitment to responsible, ethical leadership and effective communication through the original work you do here. Remember: The skills, knowledge and abilities you gain as a Spring Arbor University student will serve you well long after you have completed your degree.

We appreciate your interest in Spring Arbor University and wish you the best in your academic endeavors.

Dr. Brent Ellis
President

About SAU Online

Since 1873, Spring Arbor University has helped students pursue wisdom by offering an education grounded in the Christian faith. What began as a small elementary and secondary school in the late 1800s has evolved into a premier private Christian university that offers engaging online programs designed to meet the unique needs of busy, working adults. While we're not the only university to offer online degree programs, our distinction lies in our total commitment to providing educational excellence within a Christ-honoring and supportive online community.

- Christian Universities Online's article "50 Best Value Christian Colleges and Universities" ranks SAU as the fifth best value nationwide and second best in the Midwest.

- Christian Universities Online named Spring Arbor University in their *Best Online Christian Graduate Schools Guide*.

- *U.S. News & World Report* ranks Spring Arbor University in the top tier of the "Midwestern Regional Universities" category of colleges and universities.

- Spring Arbor University is ranked No. 5 in the Top 20 Online MSN Programs 2015 by Best Value Schools.

- Ranked by *The Economist* as No. 1 in economic value for Christian universities in Michigan and No. 2 for all universities in Michigan.

- Named a "College of Distinction" for 2015-2016 .This means that SAU has engaged students, great teachers, a vibrant community, and successful outcomes.

A full list of awards and recognition can be found at online.arbor.edu/awards-and-recognition

"The mission statement of the school and the Christian messages [continue] to give me strength and guidance. I would come back to SAU again and again."

Jewel Diamond, MSN Student

Accreditation

The Higher Learning Commission (HLC) – All degrees offered by Spring Arbor University are accredited by The Higher Learning Commission, 30 N. LaSalle St., Suite 2400, Chicago, IL 60602. 1.800.621.7440.

Spring Arbor has been approved by the Michigan Department of Education to offer online reading courses for elementary and secondary teachers that are required by Michigan law for initial certification renewal. The courses are EDU 624 for elementary and EDU 625 for secondary.

The baccalaureate degree program in nursing and master's degree program in nursing at Spring Arbor University is accredited by the Commission on Collegiate Nursing Education, 655 K Street, NW, Suite 750, Washington, DC 20001, 202-887-6791.

State Authorization
SAU is authorized to offer online education across the nation, with exceptions for nursing programs in AL, AZ, LA, NY, SD, and WA (Nurse Educator only).

Awards and Recognition

As the popularity of online degree programs grows, the number of schools offering online degrees grows as well. When researching online schools to earn your degree, you want to make sure you are looking only at accredited colleges. Accreditation is important because it means the university is held to a certain standard. You also will want to compare the school's rankings and any recognition awarded by third-party sources. This way, you will know that you're receiving a quality education that is recognized for its student satisfaction, instructional quality and credibility.

Spring Arbor University Online offers highly-ranked, highly-respected educational programs for busy adults. In addition to being accredited by the Higher Learning Commission, we've received numerous awards and rankings for our degree programs. See below for recent rankings and awards.

- Ranked in *U.S. News & World Report* Best Colleges: Regional Universities Midwest Rankings
- Ranked in the 50 Best Christian Colleges and Universities*
- Named in the Best Online Christian Graduate Schools Guide*
- Named in the 50 Most Affordable Christian Colleges in the U.S.*
- Ranked by *The Economist* as No. 1 in economic value for Christian universities in Michigan and No. 2 for all universities in Michigan

Christian Universities Online

Student Support

SAU Online is a pioneer and leader in online adult education. We understand your needs, and we welcome you with an online environment specifically created to enhance your strengths and support your journey.

- An Admissions Representative will help you choose a program that best fits your needs and walk you through the admissions process.

- Our Financial Aid Staff will give you accurate information on financial resources, based on your specific needs and circumstances.

- You will have direct access to SAU's highly acclaimed instructors.

- Upon acceptance, you will be assigned your own Student Success Coach, who will be your personal concierge from day one to graduation day.

- Our Tech Support Team will help you with any technical issues you may have.

- Throughout your program, you'll enjoy rich opportunities to strengthen your walk with God, build your professional network, master subjects in your sphere of influence and build lifelong friendships with fellow Christians around the world.

- A Graduate Career Advisor will help you develop a career plan and will notify you of opportunities, experiences and resources related to your career plan.

- You are assigned an Academic Advisor when you are accepted who will recommend schedules, monitor your progress, answer program-related questions and direct you to appropriate support services.

WHEN DO CLASSES START?

Most classes have six start dates per calendar year. To see start dates for your program, go to **online.arbor.edu** or call an Admissions Representative at **1.844.621.0900**.

SAU Online Programs

Spring Arbor University offers affordable, accredited, Christ-honoring online degrees designed to broaden your professional reach, enrich your faith, and make you more marketable in your sphere of influence. As an SAU Online student, you enjoy an engaging curriculum that prepares you to pursue a more purposeful career with confidence. It's a fully integrated approach to online education that's specifically designed to inform and transform the mind, body and spirit of adult learners.

Online Learning Community

Spring Arbor University understands the importance of having an online support network. In addition to instructors, staff and peers who know exactly what it's like to be an adult online learner, you are assigned your own Student Success Coach who works with you on work-life balance, personal and professional development, career goals, and more.

From the comfort of your own home, you can submit assignments, take tests and review class resources. You can also enjoy engaging podcasts, interesting threaded discussions and thought-provoking videos that transform you in ways you never thought possible.

Keeping you connected is our priority, which is why we offer so many ways to keep in touch – email, chat, discussion boards, live audio-conferencing, a state-of-the-art learning management system, iTunesU® and more.

Financial Aid

There are many different sources of financial aid available to those who qualify at Spring Arbor University Online. We will work with you to identify the financial benefits for which you may qualify, including state and federal aid, military discounts, and tax benefits.

Online Nursing Programs

RN-BSN Online Degree

Our BSN program is designed for ADNs who are looking to obtain their BSN degree.

- RN-Bachelor of Science in Nursing (BSN)

ADN-MSN Online Degrees

Our RN-MSN programs are designed for nurses who want to go from an ADN to MSN, faster and more affordably than pursuing a BSN first.

- RN-MSN/NP (Family Nurse Practitioner & Adult-Gerontology, Primary Care)
- RN-MSN/Education
- RN-MSN/MBA dual degree

MSN Online Degrees

Our MSN programs are designed for nurses who already hold a BSN degree.

- MSN/NP (Family Nurse Practitioner & Adult-Gerontology, Primary Care)
- MSN/Education
- MSN/MBA dual degree
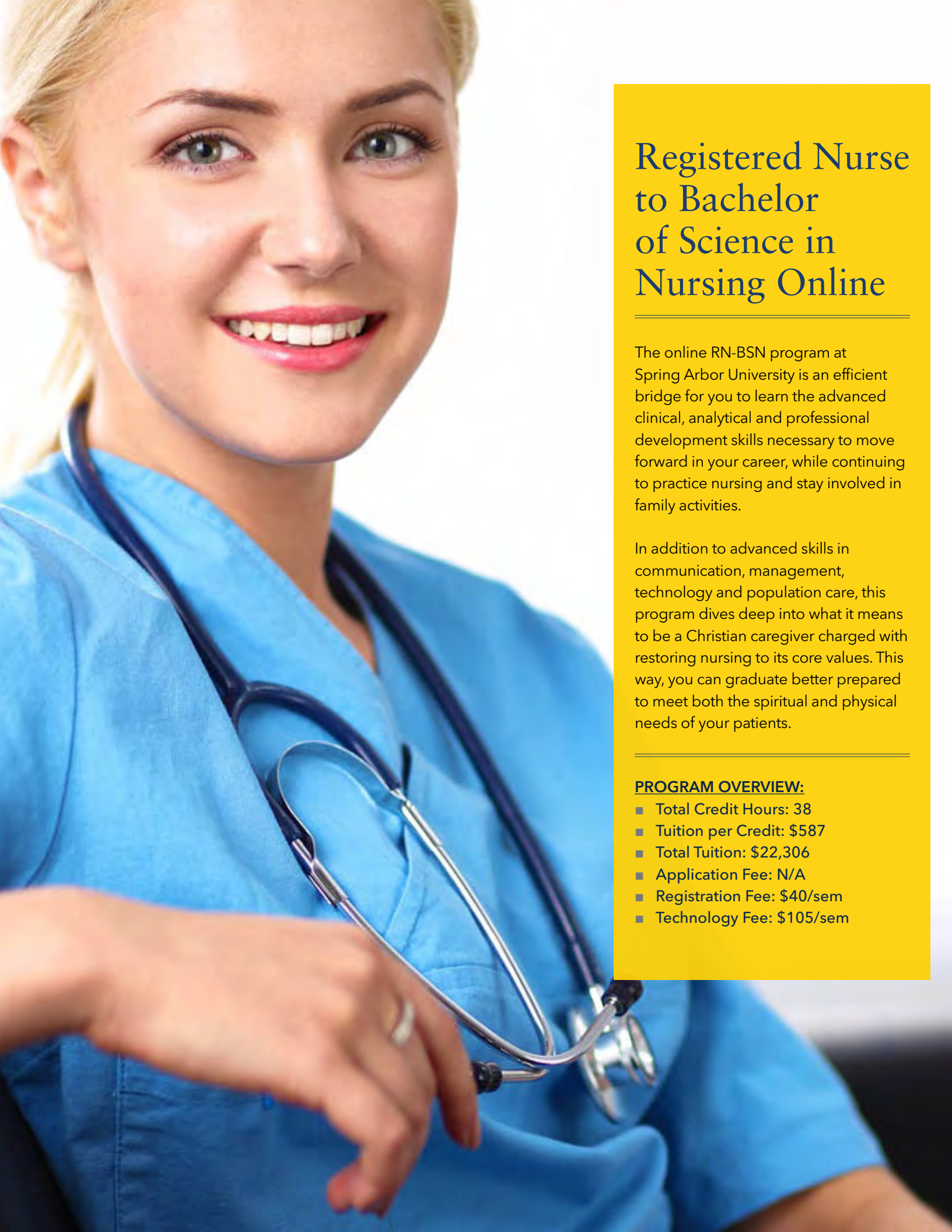
Registered Nurse to Bachelor of Science in Nursing Online

The online RN-BSN program at Spring Arbor University is an efficient bridge for you to learn the advanced clinical, analytical and professional development skills necessary to move forward in your career, while continuing to practice nursing and stay involved in family activities.

In addition to advanced skills in communication, management, technology and population care, this program dives deep into what it means to be a Christian caregiver charged with restoring nursing to its core values. This way, you can graduate better prepared to meet both the spiritual and physical needs of your patients.

PROGRAM OVERVIEW:

- Total Credit Hours: 38
- Tuition per Credit: $587
- Total Tuition: $22,306
- Application Fee: N/A
- Registration Fee: $40/sem
- Technology Fee: $105/sem

Registered Nurse to Bachelor of Science in Nursing Online Curriculum

- NUR318 Adult Development, Life Planning, and Research Writing (3)
- NUR321 Professionalism and Professional Values (3)
- NUR452 Evidence Based Practice I a, b, c (3)
- NUR453 Evidence Based Practice II a, b, c (3)
- NUR341 Patient Centered Care I (3)
- NUR422 Spiritual Dimensions of Healthcare (3)
- IDS300 Biblical Perspectives (3)
- NUR442 Patient Centered Care II (3)
- NUR 60 Information Management/Patient Care Technologies (3)
- NUR344 Clinical Prevention/Population Health (3)
- NUR434 Quality Leadership (3)
- IDS400 Values: Personal and Social (3)
- NUR494 Capstone Project (2)

RN to BSN Curriculum Descriptions

- **NUR318 Adult Development, Life Planning, and Research Writing**
  In this first course, the student will explore elements of his or her personal and professional life journey and how this affects readiness for returning to college as a working adult. This exploration includes examining the student's learning style and personality preferences as well as reflecting on major life tasks and identification of key tasks yet to be accomplished. In addition, the student will begin to understand the unique challenges that an adult faces when returning to school and the importance of time management. Integrated writing assignments will assist the student in developing practical skills such as using online library services; assessing writing, grammar, and mechanics; and beginning to master APA formatting and style along with the necessary critical thinking and writing skills essential to the successful college experience. The student will begin to develop his or her electronic portfolio.

- **NUR321 Professionalism and Professional Values**
  This course further develops and strengthens core professional values by emphasizing the pursuit of practice excellence. The ANA Standards and Scope of Nursing Practice and Ethical Code for Nurses are examined as well as professional associations and practice regulating bodies. The course explores the role of nursing theory to guide practice. The formal literature review process and the value of evidence-based practice (EBP) are introduced. E-portfolios are introduced as a method of documenting academic progress and professional development. The course provides foundational professional concepts in legal, ethical, and patient-centered care in preparation for future courses across the educational continuum and roles in advanced practice nursing.

- **NUR341 Patient Centered Care I**
  This course has a gerontology focus that utilizes the principles and techniques of holistic nursing assessment and care planning guided by evidence-based interventions and nursing theory. How an aging population affects the healthcare system and nursing practice are explored. Nursing assessment incorporates review of systems, health promotion, preventative care need, and palliative care planning.

RN to BSN Curriculum Descriptions

■ **NUR452 Evidence Based Practice I**
Three (1) credit components will be taken concurrently with carousel courses.

These one-credit component/modules are designed to guide the baccalaureate student to identify practice issues, appraise and integrate evidence, and evaluate outcomes. The e-portfolio is used as a tool to document competencies, track academic progression through the six EBP components, and document academic preparation as students navigate the Capstone project.

1. The student will learn the value of evidence-based practice (EBP), the use of EBP to support quality and safety measures in practice, and models for applying evidence to clinical practice. The concept of the Senior Project is introduced. Students identify educational need in practice or a patient safety issue and then search the databases to begin a literature review to gather evidence to support that issue for their Senior Project. Students learn the basic steps of the Excel spreadsheet to document their ongoing literature review.

3. The student is introduced to the basic elements and concepts of statistics and the use of statistical data in nursing research studies. The students continue to define their chosen practice or educational topic for the Senior Project and continue the literature review. Excel instruction progresses during this component to build on the skills obtained in the first component.

4. The student learns the value of research, implications for practice, and the steps of the research process. Ethical issues and the advocacy role of the nurse in protecting the rights of human subjects are recognized. Students learn how bias can influence the design and the implications are explored. The course stimulates critical thinking through locating, evaluating, and critiquing research studies and provides the opportunity to develop a practicum proposal based on scientific research and evidence-based practice. The literature review process continues throughout the course with a written proposal for the Senior Project submitted at the end of Component 452.c.

■ **NUR453 Evidence Based Practice II**
Three (1) credit components will be taken concurrently with carousel courses.

1. Reviewing the basic elements and concepts of the research process including levels of measurement, measurement tools, data presentation and descriptive statistics.

2. Students learn to use Excel for statistical equations in preparation for the utilization of nursing research and using data to make evidence-based changes in practice. Integration of the most widely used statistical methods and the use of Excel promotes deeper understanding within the context of health care research and evidence-based nursing practice.

3. Additional concepts of statistical analysis and major epidemiological study designs are explored. Statistical concepts are applied to evidence-based nursing practice.

■ **NUR422 Spiritual Dimensions of Healthcare**
This course examines the increasing emphasis on spiritual well-being and healing environments as elements of health care. Techniques and emphases are examined from a Christian perspective.

■ **IDS300 Biblical Perspectives**
As a Christian liberal arts university, Spring Arbor University is committed to nurturing an appreciation for the resources of the Scriptures for creative personal faith and human life in the modern world. This course is designed to foster knowledge and understanding of the literature and history of the Bible and integration of faith, living, and learning.

RN to BSN Curriculum Descriptions

- **NUR442 Patient Centered Care II**
  Evidence-based health techniques for disease prevention, health promotion, and self-management of chronic conditions are investigated. Younger adult assessment and health history interview techniques are explored. The assessment findings are used to formulate a holistic, culturally sensitive health promotion plan and apply a theory as a basis for care. The course focuses on effective communication in facilitating client movement toward health and wellness.

- **NUR360 Information Management/Patient Care Technologies**
  This course emphasizes the use of technology and information systems for clinical decision-making. Students learn the skills necessary to use information management and patient care technologies to deliver safe and effective care. The course explores quality improvement information systems that monitor patient outcomes and required regulatory reporting. Ethical and legal issues related to the use of IT, including copyright, privacy, and confidentiality issues are investigated.

- **IDS400 Values: Personal and Social**
  This is a capstone course in which the student formulates a philosophy of life providing the base for such concerns as professional ethics, accountability in government and nursing practice, respect for human rights, and a responsible lifestyle in our contemporary world. Ethical theories and personal values are examined through readings, analysis of issues and classroom discussion.

- **NUR344 Clinical Prevention/ Population Health**
  The course discusses theory and concepts of community/public/global health including health care systems in transition, health policy, and epidemiology. The Public Health/Community Health Nurse's (PH/CHN) role as partner with the community in health promotion, disease and injury prevention, and population health are applied to patient scenarios. Students utilize teaching, learning, and behavioral change theories and concepts to plan care.

- **NUR434 Quality Leadership**
  This course focuses on the professional nurse's role in applying the principles of leadership and management to navigate systems in health care organizations across the continuum of care. The course explores the nurse leader's role in quality and safety, the regulatory environment, policy, and advocacy for EBP. The course provides opportunities to improve critical reasoning, interdisciplinary communication techniques, and conflict resolution. Change management and conflict resolution theories are utilized in practice situations.

- **NUR494 Senior Project**
  This course provides the student with the practical experience of applying and integrating the concepts and theories learned so far in the program to a setting (community or clinical). Students assess and identify a patient safety or care process problem, a practice discrepancy, or an educational need supported by research through a comprehensive literature review. Using the nursing process, students design and implement their project and the BSN portion of the program culminates with a project presentation to faculty, peers, and interested parties.

Registered Nurse to Bachelor of Science in Nursing Online Admission Requirements

- At least one year experience working as a registered nurse preferred
- Associate degree in nursing or diploma in nursing leading to RN licensure
- An official transcript from all previous institutions attended with a minimum cumulative GPA of 2.5 for all prior college work
- Completion of at least 58 transferable semester hours
- A writing sample
- An unrestricted, unencumbered, current nursing license from the state of employment; license must be kept current throughout the program
- Completed application

Registered Nurse to Master of Science in Nursing Online

The RN-MSN online program at Spring Arbor University allows you to continue to practice while working towards a position of nurse educator, nurse administrator or nurse practitioner. Delivered online, this program allows you to earn your MSN for less money and in less time than it would take if you were to pursue your BSN first.

RN to MSN/Education:
- Total Credit Hours: 76
- Tuition per Credit: $587/$712
- Total Tuition: $48,737

RN to MSN/MBA:
- Total Credit Hours: 100
- Tuition per Credit: $587/$712
- Total Tuition: $65,825

RN to MSN/Family Nurse Practitioner:
- Total Credit Hours: 92
- Tuition per Credit: $587/$712
- Total Tuition: $60,129

RN to MSN/Adult-Gerontology, Primary Care Nurse Practitioner:
- Total Credit Hours: 87
- Tuition per Credit: $587/$712
- Total Tuition: $56,569

For all Programs:
- Application Fee: $30
- Registration Fee: $40/sem
- Technology Fee: $105/sem

Registered Nurse to Master of Science in Nursing Online Curriculum

RN to MSN Core Courses

- NUR318 Adult Development, Life Planning, and Research Writing (3)
- NUR321 Professionalism/Professional Values (3)
- NUR341 Patient Centered Care I (3)
- IDS300 Biblical Perspectives (3)
- NUR452 Evidence Based Practice I (broken up over 21 weeks) (5)
- NUR442 Patient Centered Care II (3)
- NUR360 Information Management/Patient Care Technologies (3)
- NUR344 Clinical Prevention/Population Health (3)
- NUR453 Evidence Based Practice II (broken up over 21 weeks) (3)

- NUR434 Quality Leadership (3)
- IDS400 Values: Personal and Social (3)
- NUR494 Senior Nursing Project (2)
- NUR510 Moral & Ethical Decision Making (residency) (3)
- NUR522 Theoretical Perspectives for Advanced Practice (3)
- NUR532 Organizational & Systems Leadership (3)
- NUR551 Applied Research Methods (3)
- NUR612 Advanced Pathophysiology (3)
- NUR618 Advanced Pharmacology (3)
- NUR602 Advanced History & Physical Exam (residency) (3)*
- NUR693 Population Health (3)
- NUR683 Health Policy & Politics (3)

RN to MSN Curriculum Descriptions – Core Courses

- **NUR318 Adult Development, Life Planning, and Research Writing**
  In this first course, the student will explore elements of his or her personal and professional life journey and how this affects readiness for returning to college as a working adult. This exploration includes examining the student's learning style and personality preferences as well as reflecting on major life tasks and identification of key tasks yet to be accomplished. In addition, the student will begin to understand the unique challenges that an adult faces when returning to school and the importance of time management. Integrated writing assignments will assist the student in developing practical skills such as using online library services; assessing writing, grammar, and mechanics; and beginning to master APA formatting and style along with the necessary critical thinking and writing skills essential to the successful college experience. The student will begin to develop his or her electronic portfolio.

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  This course further develops and strengthens core professional values by emphasizing the pursuit of practice excellence. The ANA Standards and Scope of Nursing Practice and Ethical Code for Nurses are examined as well as professional associations and practice regulating bodies. The course explores the role of nursing theory to guide practice. The formal literature review process and the value of evidence-based practice (EBP) are introduced. E-portfolios are introduced as a method of documenting academic progress and professional development. The course provides foundational professional concepts in legal, ethical, and patient-centered care in preparation for future courses across the educational continuum and roles in advanced practice nursing.

Not required for Education track.

RN to MSN Curriculum Descriptions – Core Courses

- **NUR341 Patient Centered Care I**
  This course has a gerontology focus that utilizes the principles and techniques of holistic nursing assessment and care planning guided by evidence-based interventions and nursing theory. How an aging population affects the health care system and nursing practice are explored. Nursing assessment incorporates review of systems, health promotion, preventative care need, and palliative care planning.

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- **NUR452 Evidence Based Practice I**
  Three (1) credit components will be taken concurrently with carousel courses.

  These one-credit component/modules are designed to guide the baccalaureate student to identify practice issues, appraise and integrate evidence, and evaluate outcomes. The e-portfolio is used as a tool to document competencies, track academic progression through the six EBP components, and document academic preparation as students navigate the Capstone project.

  1. The student will learn the value of evidence-based practice (EBP), the use of EBP to support quality and safety measures in practice, and models for applying evidence to clinical practice. The concept of the Senior Project is introduced. Students identify educational need in practice or a patient safety issue and then search the databases to begin a literature review to gather evidence to support that issue for their Senior Project. Students learn the basic steps of the Excel spreadsheet to document their ongoing literature review.

  2. The student is introduced to the basic elements and concepts of statistics and the use of statistical data in nursing research studies. The students continue to define their chosen practice or educational topic for the Senior Project and continue the literature review. Excel instruction progresses during this component to build on the skills obtained in the first component.

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RN to MSN Curriculum Descriptions – Core Courses

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1. Reviewing the basic elements and concepts of the research process including levels of measurement, measurement tools, data presentation and descriptive statistics.

2. Students learn to use Excel for statistical equations in preparation for the utilization of nursing research and using data to make evidence-based changes in practice. Integration of the most widely used statistical methods and the use of Excel promotes deeper understanding within the context of health care research and evidence-based nursing practice.

3. Additional concepts of statistical analysis and major epidemiological study designs are explored. Statistical concepts are applied to evidence-based nursing practice.

■ **NUR434 Quality Leadership**
This course focuses on the professional nurse's role in applying the principles of leadership and management to navigate systems in healthcare organizations across the continuum of care. The course explores the nurse leader's role in quality and safety, the regulatory environment, policy, and advocacy for EBP. The course provides opportunities to improve critical reasoning, interdisciplinary communication techniques, and conflict resolution. Change management and conflict resolution theories are utilized in practice situations.

■ **IDS400 Values: Personal and Social**
This is a capstone course in which the student formulates a philosophy of life providing the base for such concerns as professional ethics, accountability in government and nursing practice, respect for human rights, and a responsible lifestyle in our contemporary world. Ethical theories and personal values are examined through readings, analysis of issues and classroom discussion.

■ **NUR494 Senior Nursing Project**
This course provides the student with the practical experience of applying and integrating the concepts and theories learned so far in the program to a setting (community or clinical). Students assess and identify a patient safety or care process problem, a practice discrepancy, or an educational need that is supported by research through a comprehensive literature review. Using the nursing process, student's design and implement their project and the BSN portion of the program culminates with a project presentation to faculty, peers, and interested parties.

■ **NUR510 Moral & Ethical Decision Making**
This course provides a meta-cognitive foundational approach to advanced nursing practice in the contemporary world. It explores worldview presuppositions with an emphasis on a Christian perspective and development of a consistent, conscious understanding of reality.

■ **NUR522 Theoretical Perspectives for Advanced Practice**
This course promotes examination, analysis and synthesis of a variety of conceptual frameworks, models and theories that provide a foundation for research and applied practice in the areas of nursing, business and education. Philosophical ideation, beliefs, scope and assumptions of select theories and models will be explored.

■ **NUR532 Organizational & Systems Leadership**
The focus is on understanding the professional role of the advanced practice nurse. The processes associated with role development, socialization and effective collaboration with diverse interdisciplinary partnerships will be examined.

RN to MSN Curriculum Descriptions – Core Courses

- **NUR551 Applied Research Methods**
This course focuses on the significance of research to the development of a profession and the practical application of statistics to evidence-based outcomes. Emphasis will be placed on design, methodology and data collection relative to development of a research-based capstone project or thesis.

- **NUR612 Advanced Pathophysiology**
This course provides advanced knowledge and clinical application of normal and pathophysiologic mechanisms related to altered health status and disease processes. Diagnosis and treatment skills will be analyzed, interpreted and evaluated for changes in normal function seen during illness/disease and when assessing an individual's response to treatment.

- **NUR618 Advanced Pharmacology**
This course will provide the advanced practice nurse with the knowledge and skills necessary to assess, diagnose and manage pharmacologic agents, alternatives to pharmacological interventions and therapeutic modalities. Prescriptive authority, including responsibilities and legalities, will be discussed, including controlled substances and the potential for abuse.

- **NUR602 Advanced Assessment & Diagnostic Reason***
This practicum will prepare students with the core knowledge and competencies needed to complete a comprehensive assessment using client data to detect signs and symptoms of pathophysiological changes and psychosocial variation from an individual, family or community perspective. Effective strategies will be developed to address health care issues, including health promotion, communication and client-teaching skills using a holistic approach. The practicum will provide clinical opportunities to further refine and practice the history taking and physical examination skills necessary for competence as an advanced practice nurse.

- **NUR693 Population Health**
The focus of this course is on integrating the learning from previous courses to design treatment and evaluate outcomes for the most vulnerable groups, particularly the systems of care that manage services for frail elderly, the chronically ill, and other similarly compromised patients.

- **NUR683 Health Policy**
The focus is on the knowledge of professional responsibility to support policy issues associated with humane health care that promotes dignity, respect and justice. Practical skills such as working with the media, product and service evaluation, advocating for the health care needs of vulnerable populations, and seeking program grants will be addressed.

The Nursing Department reserves the right to change curriculum requirements based on professional or accreditation recommendations.

PLEASE NOTE – PSY351 Statistics for Behavioral Sciences is also required FOR ALL MSN programs (if student has not taken a comparable statistics course, this is required to be taken during the MSN program. The student is notified of this upon acceptance into the program.)

*Not required for Education track.

Registered Nurse to Master of Science in Nursing/Education Online Curriculum

RN to MSN/Education Courses

- NUR620 Advanced Health Assessment for Nurse Educators (2)
- NUR625 – Educational Theory & Curriculum Design (3)
- NUR635 – Instructional Strategies (3)
- NUR655 Special Topics Elective (1)
- NUR660 Nurse Educator Internship (6)

RN to MSN Curriculum Descriptions – Core Courses

- **NUR620 Advanced Health Assessment for Nurse Educators**
  This course focuses on advanced skills in health assessment and prepares the nurse educator to teach these skills to BSN and/or ADN nursing students. The course also emphasizes comprehensive history, physical/psychological assessment, pathophysiology, and health promotion needs assessment.

- **NUR625 Educational Theory & Curriculum Design**
  This course utilizes learning theories to design a teaching/learning project. Strategic planning steps such as needs assessment, behavioral objectives, instructional design, and delivery for non-traditional learners will be explored.

- **NUR635 Instructional Strategies**
  Students will delve into the selection and application of instructional strategies for traditional and online learning environments. A variety of approaches for learning experiences in higher education, professional/staff development, and community programs for individuals or groups will be used.

- **NUR655 Special Topics Elective**
  Special topics of interest to the nurse-educator will be presented in this course. The topics will vary by semester at the discretion of the nursing department.

- **NUR660 Nurse Educator Internship**
  This course provides individually supervised field experience in clinical settings that integrate concepts in nursing education with practical teaching situations. Students will also design an evidence-based project based on their practice setting. *Prerequisites: NUR 625 and NUR 635*

Registered Nurse to Master of Science in Nursing/MBA Online Curriculum

RN to MSN/MBA Foundation Courses
- MBA060 MBA Orientation (0)
- MBA617 Leadership in Business (4)
- MBA631 Accounting for Managers (4)
- MBA622 Statistics for Business Managers (4)
- MBA661 Marketing for Managers (4)
- MBA607 International Business (NYC trip) (4) or
- MBA607A International Business (no trip) (4)
- MBA688 MBA Capstone Study (4)

MBA Concentration in Healthcare Administration
- MBA641 Trends in Healthcare Administration & Management (4)
- MBA642 Managerial Finance in Healthcare (4)
- MBA643 Managing Quality in Healthcare (4)

MBA Concentration in Human Resource Development
- MBA647 Workplace Learning and Professional Development (4)
- MBA648 Human Resource Development (4)
- MBA651 Management of Organizational Behavior (4)

MBA Concentration in Management
- MBA654 Strategic Planning & Management (4)
- MBA648 Human Resource Development (4)
- MBA651 Management of Organizational Behavior (4)

MBA Concentration in Organizational Consulting
- MBA647 Workplace Learning and Professional Development (4)
- MBA657 Strategic Leadership (4)
- MBA658 Organizational Consulting (4)

MBA Concentration in Executive Leadership
- MBA654 Strategic Planning & Management (4)
- MBA657 Strategic Leadership (4)
- MBA651 Management of Organizational Behavior (4)

RN to MSN/MBA Curriculum Descriptions – MBA Core Courses

- **MBA 060 MBA Orientation**
  Introduces students to Spring Arbor University and the Gainey School of Business MBA program. Familiarizes students with the Blackboard learning management system that supports learning through electronic access to learning materials from virtually anywhere, connects the learning community, and promotes collaboration. Students practice using Blackboard tools, interact with peers, monitor course progress and grades, and obtain feedback from an instructor through Blackboard.

- **MBA 617 Leadership in Business**
  Introduces students to leadership in business administration as a foundation for effective management of the organization. Explores leadership from the perspective of the practicing manager and focuses on individual, group, and organizational leadership. Covers the nature of leadership, leading change, leadership effectiveness, leadership development, and traditional and emerging leadership theories. Special emphasis is placed upon self-leadership and professional leadership assessment of personal strengths and weaknesses in handling specific managerial issues and responsibilities.

- **MBA631 Accounting for Managers**
  Introduces students to the fundamental concepts and principles of accounting as a discipline to support managerial decision making in businesses. Examines the use of information for data driven decision making, including organizational level performance measurements. Covers financial ratio calculations and analysis, preparation of financial statements, taxes, accounting liquidity, contribution margin, budgeting, and auditing issues.

- **MBA622 Statistics for Business Managers**
  Introduces students to data driven decision making using a statistical thinking framework. Emphasis placed upon the use of statistical data for identifying, understanding, interpreting, and solving business scenarios and issues. Develops skills necessary to identify business problems, collect data following appropriate protocols and methods, and analyze data using statistical techniques.

- **MBA661 Marketing for Managers**
  Introduces the principles of service and stewardship through marketing management. Focuses on developing an understanding of the role of markets and marketing from an economic thinking perspective including an analysis of product markets and developing marketing strategies that will provide sustainable competitive advantage. Special emphasis is placed upon the integration of concepts, principles, and techniques of marketing through application within client organizations. Topics include: customer value and satisfaction, market research and surveys, marketing segmentation differentiation, positioning, and the development and execution of marketing plans.

- **MBA607 International Business (including NYC trip)**
  Introduces key aspects of contemporary international business management and implications of international business on organizational strategy, structure, and function. Coverage includes ethics in business, country differences, trade and investments, global monetary systems, and competition in a global marketplace. Topics include Poverty Cure, human rights, global human resource development, conference environment papers, and group presentations. As a part of the MBA607 courses, students attend an International Business Summit as part of a four-day trip to New York City. The university covers the costs of accommodations (i.e., hotel, food) to participate in the summit. Students are responsible for travel arrangements and expenses.

– or –

- **MBA607A International Business (no NYC trip option)**
  Introduces key aspects of contemporary international business management and implications of international business on organizational strategy, structure, and function. Coverage includes ethics in business, country differences, trade and investments, global monetary systems, and competition in a global marketplace. Topics include Poverty Cure, human rights, global human resource development, and conference environment individual presentations, peer reviews, and critiques.

- **MBA688 MBA Capstone Study**
  The MBA capstone experience emphasizes the integration and application of acquired knowledge and skills from the MBA core and concentration curriculum. Focuses on the identification of a group/work unit/team or organizational level issue, problem, or opportunity, as well as the proposed solution to improve organizational performance. Students will conduct an organizational assessment, review of the literature, explain the issues using appropriate concepts and theories, create a proposal to address the problem, and develop a final business consultancy report and presentation. The student works with a real organization/client, and the client provides an assessment of the student's performance and contribution to the organization.

Develops management knowledge and skills necessary for healthcare professionals and builds business acumen required for effective healthcare leadership. The concentration courses focus on the complexities and trends in the healthcare industry by focusing on contemporary issues in healthcare administration, policy, economics, quality, and strategy in healthcare management.

■ **MBA641 Trends in Healthcare Administration & Management**
Addresses contemporary issues in the field of healthcare and the factors influencing the structure, delivery, and financing within health care systems. Examines the roles of various health care institutions and professional groups providing health services. Covers emerging trends that impact healthcare in the U.S. as well as the leadership challenges associated with healthcare administration. Special emphasis on making informed decisions related to healthcare administration and management topics that concern modern healthcare administrators.

■ **MBA642 Managerial Finance in Healthcare**
Examines the fundamentals of financial management in the healthcare sectors. Prepares nonfinancial healthcare professionals with skills necessary to manage and control costs while simultaneously investing resources in strategic opportunities. Focuses on the use of financial analysis techniques, financial reasoning, and financial tools for effective decision making and planning in a healthcare setting. Special emphasis on financial liquidity, solvency, and measuring efficiency of healthcare organizations using key ratio information.

■ **MBA643 Managing Quality in Healthcare**
Identifies the principles of quality improvement necessary for creating a quality culture in healthcare. Examines tools and methods of planning and implementing quality improvement initiatives in healthcare. Addresses both clinical improvements related to the delivery of quality patient care and process improvements related to the processes necessary in supporting the delivery of quality patient care. Special emphasis on methodology for improving quality in healthcare organizations, process improvement tools and measurement systems, Six Sigma, lean management techniques, and medical informatics.

Develops knowledge and skills necessary to leverage organizational human resources to improve individual performance and enhance organizational effectiveness. Strengthen skills in problem solving, strategic thinking, and critical analysis necessary for identifying and solving human related issues within an organization. Prepares students to promote employee and organizational growth through individual and organizational learning.

- **MBA647 Workplace Learning and Professional Development**
Explores the major issues relevant to workplace learning and development. Develops skills in needs analysis, learning and development methods, method selection, development plans, and assessment. Covers adult learning theory, knowledge, and development. Emphasizes principles of traditional and contemporary approaches to workplace learning and development in organizations. Special emphasis on the practical application of learning development methods and assessments to ascertain factors influencing effective workplace learning strategies.

- **MBA648 Human Resource Development**
Explores major issues of managing human resources. Develops skills in assessing human resource needs for career development and organizational effectiveness. Covers principles of adult learning through designing practical applications in diverse work settings. Special emphasis on current topics in the field of human resource development, including the assessment, design, implementation, and evaluation of HRD programs; personal, professional, and organizational development; and application of HRD in diverse contexts. Various types of training programs will be examined, including onboarding, skills and technical, performance management, employee wellness, career management, organization and management development, and diversity.

- **MGT651 Management of Organizational Behavior**
Introduction to the management of behavior in organizations, the field of industrial and organizational psychology, and various aspects of people in the workplace. Covers issues related to employee development through training and learning, employee productivity, well-being, attitudes, behaviors, motivation, and leadership. Explores principles of organizational behavior and management such as how people work, where they work, and how the workplace operates. Emphasizes the complexity of organizational functioning and importance of the management of organizational behavior.

Develops skills necessary for effective traditional management in organizations. The concentration is designed for individuals interested in strengthening traditional business administration and management knowledge and skills.

■ **MBA654 Strategic Planning & Management**
Introduces the concepts of strategic planning and management, and considers the vision, mission, and goals of the organization. Provides students with a framework for conducting strategic planning in the organizational environment. Examines the balanced scorecard approach to strategic planning and management for translating strategy to action. Special emphasis is placed upon the cyclical development of pertinent information necessary for strategic planning and management.

■ **MBA648 Human Resource Development**
Explores major issues of managing human resources. Develops skills in assessing human resource needs for career development and organizational effectiveness. Covers principles of adult learning through designing practical applications in diverse work settings. Special emphasis on current topics in the field of human resource development, including the assessment, design, implementation, and evaluation of HRD programs; personal, professional, and organizational development; and application of HRD in diverse contexts. Various types of training programs will be examined, including onboarding, skills and technical, performance management, employee wellness, career management, organization and management development, and diversity.

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Develops a strong foundation in assessing, researching, and finding possible solutions to personnel, group/team/work unit, and organizational problems. Develops requisite skills necessary for understanding, predicting, and influencing individual and group behavior in organizations as the foundation for leading effective organizational development and change initiatives. Organizational consultants apply behavioral science and organizational leadership principles in the work context to positively influence individuals, groups, and organizations.

- **MBA647 Workplace Learning and Professional Development**
  Explores the major issues relevant to workplace learning and development. Develops skills in needs analysis, learning and development methods, method selection, development plans, and assessment. Covers adult learning theory, knowledge, and development. Emphasizes principles of traditional and contemporary approaches to workplace learning and development in organizations. Special emphasis on the practical application of learning development methods and assessments to ascertain factors influencing effective workplace learning strategies.

- **MBA657 Strategic Leadership**
  Examines characteristics and skills that allow leaders to make positive and strategic contributions to their organizations. Focuses on the development of strategic leadership skills including the development of strategic thinking and strategic actions for superior organizational performance. Emphasizes the analysis of leader traits, skills, styles, and characteristics, and the influence on the strategic leadership of organizations.

- **MBA658 Organizational Consulting**
  Examination of best consulting practices for internal and external change agents. In-depth exploration and practice on contracting, assessment and diagnosis, data collection, feedback techniques, implementation of planned change initiatives, resistance to change, and other psychodynamics in the organization related to change. Emphasizes the collaborative consulting approach and the collaborative consulting cycle as well as change management models and effective change management consulting techniques.

RN-MSN/MBA | Executive Leadership Concentration Curriculum

Prepares business professionals to predict and influence individual and group behavior through strategic leadership. The concentration is designed for organizational professionals already proficient in administrative management. Broadens knowledge and skills through strategic leadership, strategic planning, and advanced management focus.

- **MBA657 Strategic Leadership**
  Examines characteristics and skills that allow leaders to make positive and strategic contributions to their organizations. Focuses on the development of strategic leadership skills including the development of strategic thinking and strategic actions for superior organizational performance. Emphasizes the analysis of leader traits, skills, styles, and characteristics and the influence on the strategic leadership of organizations.

- **MBA654 Strategic Planning & Management**
  Introduces the concepts of strategic planning and management, and considers the vision, mission, and goals of the organization. Provides students with a framework for conducting strategic planning in the organizational environment. Examines the balanced scorecard approach to strategic planning and management for translating strategy to action. Special emphasis is placed upon the cyclical development of pertinent information necessary for strategic planning and management.

- **MBA651 Management of Organizational Behavior**
  Introduction to the management of behavior in organizations, the field of industrial and organizational psychology, and various aspects of people in the workplace. Covers issues related to employee development through training and learning, employee productivity, well-being, attitudes, behaviors, motivation, and leadership. Explores principles of organizational behavior and management such as how people work, where they work, and how the workplace operates. Emphasizes the complexity of organizational functioning and importance of the management of organizational behavior.

Registered Nurse to Master of Science in Nursing/ Nurse Practitioner Online Curriculum

RN to MSN/NP Additional Core Courses
- NUR685 Advanced Practice in Primary Care I (3)
- NUR686 Advanced Practice in Primary Care II (3)
- NUR680 Clinical Practicum (8–10)
- NUR681 Capstone Project (3)

Family Nurse Practitioner Track
- NUR633 Health Promotion Across the Lifespan (3)
- NUR645 Family Systems and Clinical Management of the Child Bearing Family (3)
- NUR687 Advanced Practice in Primary Care II (3)

Adult Gerontology, Primary Care Nurse Practitioner Track
- NUR632 Health Promotion & Disease Prevention (3)
- NUR642 Chronic Disease and Complex Problems in Older Adults (3)

RN to MSN/NP Curriculum Descriptions – Additional Core Courses

- **NUR685 Advanced Practice in Primary Care I**
  This course will present critical concepts the advanced practice nurse can use in delivering evidence-based nursing for the adult population. Using a holistic approach, students will apply theory to practice.

- **NUR686 Advanced Practice in Primary Care II**
  This course prepares students with the skills to function as an advanced practice nurse in addressing chronic and complex alterations in health experienced by the older adult. Gerontology concepts will be applied in meeting the biological, psychosocial, mental, and spiritual needs of the older adult. Students will combine history taking, physical examination techniques, and diagnostic interpretation with problem-solving and clinical strategies.

- **NUR680 Clinical Practicum**
  The clinical practicum is arranged with a local preceptor with the approval of the program faculty. Students have regular contact with SAU clinical faculty, who also provide oversight of the preceptor-led experience. In the Adult Gerontology concentration, the minimum is 500 hours; however, students taking the Family Nurse Practitioner track have an additional two credits, equating to a total of 625 clinical hours.

- **NUR681 Capstone Project**
  Students will examine the evidence base for resolving a current health problem, design and implement a project that applies the evidence-based treatment/solution, and evaluate the change that occurs in the target group. This project is not designed as a thesis but an application of concepts and learning throughout the graduate program.

RN to MSN/Family Nurse Practitioner Track Curriculum Descriptions

- **NUR633 Health Promotion across the Lifespan**
  This course prepares the advanced practice nurse (APN) to apply theoretical and current research concerning health promotion and disease prevention to clinical practices, individuals, families, communities and special populations, all from a Christian perspective. Students will explore the transformative effect of compassion and caring in facilitating healthful behavior changes and will learn to apply culturally appropriate communication skills adapted to the individual's cognitive, developmental, physical, mental and behavioral health status. A review of the patterns and variations of human growth and development will inform the student's exploration of the impact of the family on the health of individuals across their lifespan. Evidence-based, health-promoting strategies and modalities will be analyzed. Students will apply the knowledge, skills and competencies essential to the promotion and maintenance of health, both as independent providers and within a multidisciplinary team.

- **NUR645 Family Systems and Clinical Management of the Childbearing Family**
  This course prepares the family nurse practitioner-student to examine evidence-based principles of nursing care in the context of family and nursing theory, and to apply this knowledge to clinical practice within diverse family systems, all from a Christian perspective. Students will consider and apply the knowledge, skills and competencies essential to the holistic management of child-bearing women and their families, both as independent providers and within a multidisciplinary team. Students will focus on the care of healthy ante-partum women and those with health pattern variations that may result in at-risk pregnancies.
  Emphasis is placed on collaborative management of women and families during pregnancy. Concepts focused on promoting well-being will be explored, with an emphasis on family interventions that promote resiliency as well as the health and well-being of the family.

- **NUR687 Advanced Practice in Primary Care of the Child**
  This course prepares the family nurse practitioner to provide evidence-based, primary health care to infants and children, all from a Christian perspective. Using a holistic approach, students examine the scientific basis of common health problems and factors influencing nursing management of these problems. Relevant nursing interventions for common health problems of children in families are explored, as are the responses and adaptations of the child and family to common health problems. Students will consider and apply the knowledge, skills and competencies essential to the holistic management of children and families, both as independent providers and within a multidisciplinary team. Students will combine history taking, physical examination techniques and diagnostic interpretation with problem-solving and clinical strategies.

RN to MSN/Adult-Gerontology Track Curriculum Descriptions

- **NUR632 Health Promotion & Disease Prevention**
  This course is designed to prepare the student
  to apply evidence-based principles of wellness,
  disease prevention, and health risk in individuals,
  families, communities, and aggregate/clinical
  populations. Diversity is examined relative to social
  and communication patterns, roles, and value/beliefs
  underlying health-illness behaviors.

- **NUR642 Chronic Disease and Complex Problems in Older Adults**
  The focus of this course is on management of chronic
  disease and complex care needs of older adults.
  Emphasis will be on case management and
  interdisciplinary collaboration to arrange and evaluate
  care for the most health compromised clients.

RN-MSN Admission Requirements

- BSN degree from a program accredited by the National League for Nursing Accrediting Commission (NLNAC) or the Commission on Collegiate Nursing Education (CCNE)
- Official transcripts from all institutions of higher education attended
- A 3.0 GPA calculated from the most recent 60 academic credits
- An unrestricted, unencumbered, current nursing license from the state of employment; license must be kept current throughout the program
- Two letters of recommendation
- A two-page goal statement that explains your rationale for pursuing a graduate nursing degree
- Completed application

Practicum/Clinical Requirements
- At least six months experience working as a registered nurse preferred
- Provide evidence of current professional malpractice insurance; minimum $1 to $3 million prior to Senior Nursing Project
- Compliance with all institutional requirements prior to Senior Nursing Project
- CPR/BLS certification as required, proof of TB testing, any required immunizations, HIPAA training, and any additional requirements
- An internship is required for this program. Convicted felons may be limited to the type of location or client population in which their internships may be conducted*.

The Joint Commission on Accreditation of Health Care Organizations (JCAHO) institutes regulations in order for hospitals, home health agencies, clinics and so forth to gain or maintain accreditation status. One of these regulations requires that "all persons who are involved in patient care activities – i.e., employees, volunteers and students – must have criminal background checks as well as other health care related checks." Criminal background checks must be initiated by the student and completed prior to beginning any clinically related practicums. See general graduate catalog policy.

Master of Science in Nursing Online

MSN/Education:
- Total Credit Hours: 39
- Tuition per Credit: $712
- Total Tuition: $27,768

MSN/MBA:
- Total Credit Hours: 63
- Tuition per Credit: $712
- Total Tuition: $44,856

MSN/Family Nurse Practitioner:
- Total Credit Hours: 55
- Tuition per Credit: $712
- Total Tuition: $39,160

MSN/Adult-Gerontology, Primary Care Nurse Practitioner:
- Total Credit Hours: 50
- Tuition per Credit: $712
- Total Tuition: $35,600

For all Programs:
- Application Fee: $30
- Registration Fee: $40/sem
- Technology Fee: $105/sem

Master of Science in Nursing Online Curriculum

MSN Core Courses

- NUR510 Moral & Ethical Decision Making (residency) (3)
- NUR522 Theoretical Perspectives for Advanced Practice (3)
- NUR532 Role Development & Leadership (3)
- NUR551 Applied Research Methods (3)
- NUR612 Advanced Pathophysiology (3)
- NUR618 Advanced Pharmacology (3)
- NUR602 Advanced History & Physical Exam (residency) (3)
- NUR693 Population Health (3)
- NUR683 Health Policy (3)

MSN Curriculum Descriptions – Core Courses

- **NUR510 Moral & Ethical Decision Making (residency)**
  This course provides a meta-cognitive foundational approach to advanced nursing practice in the contemporary world. It explores worldview presuppositions with an emphasis on a Christian perspective and development of a consistent, conscious understanding of reality.

- **NUR522 Theoretical Perspectives for Advanced Practice**
  This course promotes examination, analysis and synthesis of a variety of conceptual frameworks, models and theories that provide a foundation for research and applied practice in the areas of nursing, business and education. Philosophical ideation, beliefs, scope and assumptions of select theories and models will be explored.

- **NUR532 Role Development & Leadership**
  The focus is on understanding the professional role of the advanced practice nurse. The processes associated with role development, socialization and effective collaboration with diverse interdisciplinary partnerships will be examined.

- **NUR551 Applied Research Methods**
  This course focuses on the significance of research to the development of a profession and the practical application of statistics to evidence-based outcomes. Emphasis will be placed on design, methodology and data collection relative to development of a research-based capstone project or thesis.

- **NUR612 Advanced Pathophysiology**
  This course provides advanced knowledge and clinical application of normal and pathophysiologic mechanisms related to altered health status and disease processes. Diagnosis and treatment skills will be analyzed, interpreted and evaluated for changes in normal function seen during illness/disease and when assessing an individual's response to treatment.

- **NUR618 Advanced Pharmacology**
  This course will provide the advanced practice nurse with the knowledge and skills necessary to assess, diagnose and manage pharmacologic agents, alternatives to pharmacological interventions and therapeutic modalities. Prescriptive authority, including responsibilities and legalities, will be discussed, including controlled substances and the potential for abuse.

- **NUR602 Advanced History & Physical Exam (residency)**
  This practicum will prepare students with the core knowledge and competencies needed to complete a comprehensive assessment using client data to detect signs and symptoms of pathophysiological changes and psychosocial variation from an individual, family or community perspective. Effective strategies will be developed to address health care issues, including health promotion, communication and client-teaching skills using a holistic approach. The practicum will provide clinical opportunities to further refine and practice the history taking and physical examination skills necessary for competence as an advanced practice nurse.

MSN Curriculum Descriptions – Core Courses

- **NUR693 Population Health**
  The focus of this course is on integrating the learning from previous courses to design treatment and evaluate outcomes for the most vulnerable groups, particularly the systems of care that manage services for frail elderly, the chronically ill, and other similarly compromised patients.

- **NUR683 Health Policy**
  The focus is on the knowledge of professional responsibility to support policy issues associated with humane health care that promotes dignity, respect and justice. Practical skills such as working with the media, product and service evaluation, advocating for the health care needs of vulnerable populations, and seeking program grants will be addressed.

Master of Science in Nursing/Education Online Curriculum

MSN/Education Courses

- NUR620 Advanced Health Assessment for Nurse Educators
- NUR625 Educational Theory & Curriculum Design (3)
- NUR635 Instructional Strategies (3)

- NUR655 Special Topics Elective
- NUR660 Nurse Educator Internship

MSN/Ed Curriculum Descriptions

- **NUR620 Advanced Health Assessment for Nurse Educators**
  This course focuses on advanced skills in health assessment that prepare the nurse educator to teach these skills to BSN and/or ADN nursing students. The course also emphasizes comprehensive history, physical/psychological assessment, pathophysiology, and health promotion needs assessment.

- **NUR625 Educational Theory & Curriculum Design**
  This course utilizes learning theories to design a teaching/learning project. Strategic planning steps such as needs assessment, behavioral objectives, instructional design, and delivery for non-traditional learners will be explored.

- **NUR635 Instructional Strategies**
  Students will delve into the selection and application of instructional strategies for traditional and online learning environments. A variety of approaches for learning experiences in higher education, professional/staff development, and community programs for individuals or groups will be used.

- **NUR655 Special Topics Elective**
  Special topics of interest to the nurse-educator will be presented in this course. The topics will vary by semester at the discretion of the nursing department.

- **NUR660 Nurse Educator Internship**
  This course provides individually supervised field experience in clinical settings that integrate concepts in nursing education with practical teaching situations. Students will also design an evidence-based project based on their practice setting.
  Prerequisites: NUR 625 and NUR 635

Master of Science in Nursing/MBA Online Curriculum

MSN/MBA Core Courses

- MBA060 MBA Orientation (0)
- MBA617 Leadership in Business (4)
- MBA631 Accounting for Managers (4)
- MBA622 Statistics for Business Managers (4)

- MBA661 Marketing for Managers (4)
- MBA607 International Business (NYC trip) (4) or
- MBA607A International Business (no trip) (4)
- MBA688 MBA Capstone Study (4)

MSN/MBA Curriculum Descriptions

- **MBA060 MBA Orientation**
  Introduces students to Spring Arbor University and the Gainey School of Business MBA program. Familiarizes students with the Blackboard learning management system that supports learning through electronic access to learning materials from virtually anywhere, connects the learning community, and promotes collaboration. Students practice using Blackboard tools, interact with peers, monitor course progress and grades, and obtain feedback from an instructor through Blackboard.

- **MBA617 Leadership in Business**
  Introduces students to leadership in business administration as a foundation for effective management of the organization. Explores leadership from the perspective of the practicing manager and focuses on individual, group, and organizational leadership. Covers the nature of leadership, leading change, leadership effectiveness, leadership development, and traditional and emerging leadership theories. Special emphasis is placed upon self-leadership and professional leadership assessment of personal strengths and weaknesses in handling specific managerial issues and responsibilities.

- **MBA631 Accounting for Managers**
  Introduces students to the fundamental concepts and principles of accounting as a discipline to support managerial decision making in businesses. Examines the use of information for data-driven decision making, including organizational level performance measurements.
  Covers financial ratio calculations and analysis,

preparation of financial statements, taxes, accounting liquidity, contribution margin, budgeting, and auditing issues.

- **MBA622 Statistics for Business Managers**
  Introduces students to data driven decision making using a statistical thinking framework. Emphasis placed upon the use of statistical data for identifying, understanding, interpreting, and solving business scenarios and issues. Develops skills necessary to identify business problems, collect data following appropriate protocols and methods, and analyze data using statistical techniques.

- **MBA661 Marketing for Managers**
  Introduces the principles of service and stewardship through marketing management. Focuses on developing an understanding of the role of markets and marketing from an economic thinking perspective including an analysis of product markets and developing marketing strategies that will provide sustainable competitive advantage. Special emphasis is placed upon the integration of concepts, principles, and techniques of marketing through application within client organizations. Topics include: customer value and satisfaction, market research and surveys, marketing segmentation differentiation, positioning, and the development and execution of marketing plans.

MSN/MBA Curriculum Descriptions

- **MBA607 International Business (NYC trip)**
  Introduces key aspects of contemporary international business management and implications of international business on organizational strategy, structure, and function. Coverage includes ethics in business, country differences, trade and investments, global monetary systems, and competition in a global marketplace. Topics include Poverty Cure, human rights, global human resource development, conference environment papers, and group presentations. As a part of the MBA607 course, students attend an International Business Summit as part of a four-day trip to New York City. The university covers the costs of accommodations (i.e., hotel, food) to participate in the summit. Students are responsible for travel arrangements and expenses.

  – or –

- **MBA607A International Business (no trip)**
  Introduces key aspects of contemporary international business management and implications of international business on organizational strategy, structure, and function. Coverage includes ethics in business, country differences, trade and investments, global monetary systems, and competition in a global marketplace. Topics include Poverty Cure, human rights, global human resource development, and conference environment individual presentations, peer reviews, and critiques. Faculty who provide oversight, guidance, and assessment on the applied research project.

- **MBA688 MBA Capstone Study**
  The MBA capstone experience emphasizes the integration and application of acquired knowledge and skills from the MBA core and concentration curriculum. Focuses on the identification of a group/work unit/team or organizational level issue, problem, or opportunity, as well as the proposed solution to improve organizational performance. Students will conduct an organizational assessment, review of the literature, explain the issues using appropriate concepts and theories, create a proposal to address the problem, and develop a final business consultancy report and presentation. The student works with a real organization/client, and the client provides an assessment of the student's performance and contribution to the organization.

MSN/MBA | Healthcare Administration Concentration Curriculum

Develops management knowledge and skills necessary for healthcare professionals and builds business acumen required for effective healthcare leadership. The concentration courses focus on the complexities and trends in the healthcare industry by focusing on contemporary issues in healthcare administration, policy, economics, quality, and strategy in healthcare management.

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- **MBA642 Managerial Finance in Healthcare**
  Examines the fundamentals of financial management in the healthcare sectors. Prepares nonfinancial healthcare professionals with skills necessary to manage and control costs while simultaneously investing resources in strategic opportunities. Focuses on the use of financial analysis techniques, financial reasoning, and financial tools for effective decision making and planning in a healthcare setting. Special emphasis on financial liquidity, solvency, and measuring efficiency of healthcare organizations using key ratio information.

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  Introduction to the management of behavior in organizations, the field of industrial and organizational psychology, and various aspects of people in the workplace. Covers issues related to employee development through training and learning, employee productivity, well-being, attitudes, behaviors, motivation, and leadership. Explores principles of organizational behavior and management such as how people work, where they work, and how the workplace operates. Emphasizes the complexity of organizational functioning and importance of the management of organizational behavior.

Develops a strong foundation in assessing, researching, and finding possible solutions to personnel, group/team/work unit, and organizational problems. Develops requisite skills necessary for understanding, predicting, and influencing individual and group behavior in organizations as the foundation for leading effective organizational development and change initiatives. Organizational consultants apply behavioral science and organizational leadership principles in the work context to positively influence individuals, groups, and organizations.

- **MBA647 Workplace Learning and Professional Development**
  Explores the major issues relevant to workplace learning and development. Develops skills in needs analysis, learning and development methods, method selection, development plans, and assessment. Covers adult learning theory, knowledge, and development. Emphasizes principles of traditional and contemporary approaches to workplace learning and development in organizations. Special emphasis on the practical application of learning development methods and assessments to ascertain factors influencing effective workplace learning strategies.

- **MBA657 Strategic Leadership**
  Examines characteristics and skills that allow leaders to make positive and strategic contributions to their organizations. Focuses on the development of strategic leadership skills including the development of strategic thinking and strategic actions for superior organizational performance. Emphasizes the analysis of leader traits, skills, styles, and characteristics, and the influence on the strategic leadership of organizations.

- **MBA658 Organizational Consulting**
  Examination of best consulting practices for internal and external change agents. In-depth exploration and practice on contracting, assessment and diagnosis, data collection, feedback techniques, implementation of planned change initiatives, resistance to change, and other psychodynamics in the organization related to change. Emphasizes the collaborative consulting approach and the collaborative consulting cycle as well as change management models and effective change management consulting techniques.

MSN/MBA | Executive Leadership Concentration Curriculum

Prepares business professionals to predict and influence individual and group behavior through strategic leadership. The concentration is designed for organizational professionals already proficient in administrative management. Broadens knowledge and skills through strategic leadership, strategic planning, and advanced management focus.

- **MBA654 Strategic Planning & Management**
  Introduces the concepts of strategic planning and management, and considers the vision, mission, and goals of the organization. Provides students with a framework for conducting strategic planning in the organizational environment. Examines the balanced scorecard approach to strategic planning and management for translating strategy to action. Special emphasis is placed upon the cyclical development of pertinent information necessary for strategic planning and management.

- **MBA657 Strategic Leadership**
  Examines characteristics and skills that allow leaders to make positive and strategic contributions to their organizations. Focuses on the development of strategic leadership skills including the development of strategic thinking and strategic actions for superior organizational performance. Emphasizes the analysis of leader traits, skills, styles, and characteristics and the influence on the strategic leadership of organizations.

- **MBA651 Management of Organizational Behavior**
  Introduction to the management of behavior in organizations, the field of industrial and organizational psychology, and various aspects of people in the workplace. Covers issues related to employee development through training and learning, employee productivity, well-being, attitudes, behaviors, motivation, and leadership. Explores principles of organizational behavior and management such as how people work, where they work, and how the workplace operates. Emphasizes the complexity of organizational functioning and importance of the management of organizational behavior.

Master of Science in Nursing/Nurse Practitioner Online Curriculum

MSN/NP Additional Core Courses
- NUR602 Advanced History & Physical Exam (residency) (3)
- NUR685 Advanced Practice in Primary Care I (3)
- NUR686 Advanced Practice in Primary Care II (3)
- NUR680 Clinical Practicum (8)
- NUR681 Capstone Project (3)
- NUR683 Health Policy (3)
- NUR693 Population Health (3)

Family Nurse Practitioner Track
- NUR633 Health Promotion Across the Lifespan (3)
- NUR645 Family Systems and Clinical Management of the Child Bearing Family (3)
- NUR687 Advanced Practice in Primary Care II (3)

Adult Gerontology, Primary Care Nurse Practitioner Track
- NUR632 Health Promotion & Disease Prevention (3)
- NUR642 Chronic Disease and Complex Problems in Older Adults (3)

MSN/NP Curriculum Descriptions - Additional Core Courses

- **NUR602 Advanced History & Physical Exam (residency)**
  This practicum will prepare students with the core knowledge and competencies needed to complete a comprehensive assessment using client data to detect signs and symptoms of pathophysiological changes and psychosocial variation from an individual, family or community perspective. Effective strategies will be developed to address health care issues, including health promotion, communication and client-teaching skills using a holistic approach. The practicum will provide clinical opportunities to further refine and practice the history taking and physical examination skills necessary for competence as an advanced practice nurse.

- **NUR685 Advanced Practice in Primary Care I**
  This course will present critical concepts the advanced practice nurse can use in delivering evidence-based nursing for the adult population. Using a holistic approach, students will apply theory to practice.

- **NUR686 Advanced Practice in Primary Care II**
  This course prepares students with the skills to function as an advanced practice nurse in addressing chronic and complex alterations in health experienced by the older adult. Gerontology concepts will be applied in meeting the biological, psychosocial, mental, and spiritual needs of the older adult. Students will combine history taking, physical examination techniques, and diagnostic interpretation with problem-solving and clinical strategies.

- **NUR680 Clinical Practicum**
  The clinical practicum is arranged with a local preceptor with the approval of the program faculty. Students have regular contact with SAU clinical faculty, who also provide oversight of the preceptor-led experience. In the Adult Gerontology concentration, the minimum is 500 hours; however, students taking the Family Nurse Practitioner track have an additional two credits, equating to a total of 625 clinical hours.

MSN/NP Curriculum Descriptions - Additional Core Courses

- **NUR681 Capstone Project**
  Students will examine the evidence base for resolving a current health problem, design and implement a project that applies the evidence-based treatment/solution, and evaluate the change that occurs in the target group. This project is not designed as a thesis but an application of concepts and learning throughout the graduate program.

- **NUR683 Health Policy**
  The focus of this course is on integrating the learning from previous courses to design treatment and evaluate outcomes for the most vulnerable groups, particularly the systems of care that manage services for frail elderly, the chronically ill, and other similarly compromised patients.

- **NUR693 Population Health**
  The focus is on the knowledge of professional responsibility
  to support policy issues associated with humane health care that promotes dignity, respect and justice. Practical skills such as working with the media, product and service evaluation, advocating for the health care needs of vulnerable populations, and seeking program grants will be addressed.

MSN/Family Nurse Practitioner Track Curriculum Descriptions

- **NUR633 Health Promotion across the Lifespan**
  This course prepares the advanced practice nurse (APN) to apply theoretical and current research concerning health promotion and disease prevention to clinical practices, individuals, families, communities and special populations, all from a Christian perspective. Students will explore the transformative effect of compassion and caring in facilitating healthful behavior changes and will learn to apply culturally appropriate communication skills adapted to the individual's cognitive, developmental, physical, mental and behavioral health status. A review of the patterns and variations of human growth and development will inform the student's exploration of the impact of the family on the health of individuals across their lifespan. Evidence-based, health-promoting strategies and modalities will be analyzed. Students will apply the knowledge, skills and competencies essential to the promotion and maintenance of health, both as independent providers and within a multidisciplinary team.

- **NUR645 Family Systems and Clinical Management of the Childbearing Family**
  This course prepares the family nurse practitioner-student to examine evidence-based principles of nursing care in the context of family and nursing theory, and to apply this knowledge to clinical practice within diverse family systems, all from a Christian perspective. Students will onsider and apply the knowledge, skills and competencies essential to the holistic management of child-bearing women and their families, both as independent providers and within a multidisciplinary team. Students will focus on the care of healthy ante-partum women and those with health pattern variations that may result in at-risk pregnancies.
  Emphasis is placed on collaborative management of women and families during pregnancy. Concepts focused on promoting well-being will be explored, with an emphasis on family interventions that promote resiliency as well as the health and well-being of the family.

- **NUR687 Advanced Practice in Primary Care of the Child**
  This course prepares the family nurse practitioner to provide evidence-based, primary health care to infants and children, all from a Christian perspective. Using a holistic approach, students examine the scientific basis of common health problems and factors influencing nursing management of these problems. Relevant nursing interventions for common health problems of children in families are explored, as are the responses and adaptations of the child and family to common health problems. Students will consider and apply the knowledge, skills and competencies essential to the holistic management of children and families, both as independent providers and within a multidisciplinary team. Students will combine history taking, physical examination techniques and diagnostic interpretation with problem-solving and clinical strategies.

MSN/Adult-Gerontology, Nurse Practitioner Track Curriculum

- **NUR632 Health Promotion & Disease Prevention**
  This course is designed to prepare the student to apply evidence-based principles of wellness, disease prevention, and health risk in individuals, families, communities, and aggregate/clinical populations. Diversity is examined relative to social and communication patterns, roles, and value/beliefs underlying health-illness behaviors.

- **NUR642 Chronic Disease and Complex Problems in Older Adults**
  The focus of this course is on management of chronic disease and complex care needs of older adults. Emphasis will be on case management and interdisciplinary collaboration to arrange and evaluate care for the most health compromised clients.

MSN Admission Requirements

- BSN degree from a program accredited by the National League for Nursing Accrediting Commission (NLNAC) or the Commission on Collegiate Nursing Education (CCNE)
- Official transcripts from all institutions of higher education attended
- A 3.0 GPA calculated from the most recent 60 academic credits
- An unrestricted, unencumbered, current nursing license from the state of employment; license must be kept current throughout the program
- Two letters of recommendation
- A two-page goal statement that explains your rationale for pursuing a graduate nursing degree
- Completed application

Practicum/Clinical Requirements
- At least six months experience working as a registered nurse preferred
- Provide evidence of current professional malpractice insurance; minimum $1 to $3 million prior to Senior Nursing Project
- Compliance with all institutional requirements prior to Senior Nursing Project
- CPR/BLS certification as required, proof of TB testing, any required immunizations, HIPAA training, and any additional requirements
- An internship is required for this program. Convicted felons may be limited to the type of location or client population in which their internships may be conducted*.

The Joint Commission on Accreditation of Health Care Organizations (JCAHO) institutes regulations in order for hospitals, home health agencies, clinics and so forth to gain or maintain accreditation status. One of these regulations requires that "all persons who are involved in patient care activities – i.e., employees, volunteers and students – must have criminal background checks as well as other health care related checks." Criminal background checks must be initiated by the student and completed prior to beginning any clinically related practicums. See general graduate catalog policy.