

A. Title Page

Revision: MSN - Nursing Leadership Option
Department Offering Academic Program: Department of Nursing
Proposed Date of Implementation: Fall 2026
Date Submitted: 05/01/2025

B. Purpose and rationale for the revisions for the option

The proposed revisions to the MSN Nursing Leadership option include moving the statistics course from a required course to an elective option, increasing electives from 3 credits to 6 credits, transitioning all courses to remote delivery, updating the program option to reflect recent course revisions, and reorganizing the core courses.

1. Removal of statistics course from core requirement and increase elective credits:

Current Requirement: A graduate statistics course is required for all students enrolled in the MSN Nursing Leadership option.

Proposed Change: The graduate statistics course will be moved out of the core requirements and may be taken as an elective.

Rationale: By removing the statistics course from the core requirements, students are not compelled to take a course that may be irrelevant to their nursing practice. Students can tailor their educational experience to better fit their career goals and area of nursing practice through the selection of electives. Competing MSN Nursing Leadership programs have largely eliminated the statistics requirement for this type of track. Thus, this change aligns our program with market standards and makes it more attractive to prospective students.

2. Transition to remote delivery:

Current Delivery Mode: In person

Proposed Change: Hybrid Remote

Rationale: Online courses provide greater accessibility for professional registered nurses who may be balancing professional responsibilities, geographic limitations, or family obligations. There is a growing demand for online programs in higher education, especially in nursing, where working professionals seek flexible learning options. This change meets the needs of a broader student base and reflects feedback from our students and other stakeholders. All courses in this option have been previously approved to be delivered as hybrid remote.

Most institutions have moved their MSN programs to remote learning. To remain competitive, our

program must offer the same level of convenience and flexibility. Offering a hybrid remote program is likely to attract a larger number of applicants, including those from outside our immediate geographic region, thus increasing enrollment.

3. Recent course revisions:

- NURS 5010 Nursing & Organizational Theory & Practice was separated into two courses: NURS 5012 Nursing & Organization Theory and NURS 5011 Nursing & Organizational Theory: Practicum.
- NURS 5020 Organizational Communications & Systems Leadership and Practice was separated into two courses: NURS 5022 Organizational Communications & Systems Leadership and NURS 5021 Organizational Communications & Systems Leadership: Practicum

4. Core course reorganization:

Current Core MSN Requirements: include NURS 5800 Healthcare Policy & Fiscal Management in Nurses and exclude NURS 5920 Research & Evidence-Based Practice II.

Proposed Change: this revision reflects the recent course revisions, moves NURS 5800 from the MSN Core requirements to the Nursing Leadership Core requirements and moves NURS 5920 from the Leadership Core requirements to the MSN Core requirements.

Rationale: NURS 5800 is more relevant to students focusing on leadership and administration. By placing it in the Nursing Leadership Core requirements, students in the Nursing Leadership option can gain a deeper understanding of policy impacts on healthcare management and operations, while students in other tracks with foci on other healthcare settings requiring different competencies are not compelled to take courses that may not align with their practice. Students who select a different MSN track may choose to take NURS 5800 as a guided elective. NURS 5920 is valuable for all MSN students, regardless of their specialization. Ensuring that all students have a strong foundation in research and evidence-based practice prepares them for advanced roles in nursing that require critical thinking and the application of research to practice. Aligning the course requirements more closely with the specific needs of different MSN tracks ensures that each student receives the most relevant and beneficial education for their chosen career path.

C. Effect of revisions on current and future enrollment

The proposed revision is expected to increase enrollment in the program, primarily as a result of

converting courses to remote, removing the graduate statistics course from core requirements, and increasing elective credits to provide a more role-specific learning experience, and important component to our accreditation.

D. Comparison of new curriculum with current curriculum

Existing Guide Sheet:

Nursing Core 16

NURS 5000	NURSING SCIENCE	3
NURS 5001	SCHOLARLY WRITING FOR NURSES	1
NURS 5601	INFORMATICS AND HEALTHCARE TECHNOLOGIES	3
NURS 5800	HEALTHCARE POLICY & FISCAL MANAGEMENT IN NURSING	3
NURS 5915	RESEARCH AND EVIDENCE-BASED PRACTICE I	3
MATH 5500	STATISTICAL METHODS FOR ANALYZING DATA	3

Nursing Leadership Core 13

NURS 5010	NURSING & ORGANIZATIONAL THEORY & PRACTICE	5
NURS 5020	ORGANIZATIONAL COMMUNICATIONS & SYSTEMS LEADERSHIP AND PRACTICE	5
NURS 5920	RESEARCH AND EVIDENCE-BASED PRACTICE II	3

Guided Electives 3

Courses selected with approval of Program Coordinator

TOTAL CREDIT HOURS: 32

Proposed Guide Sheet:

KEAN UNIVERSITY – COLLEGE OF HEALTH PROFESSIONS AND HUMAN SERVICES
M.S.N. NURSING LEADERSHIP OPTION 32 S.H
EFFECTIVE: Fall XXXX

MSN Core – 16 S.H.		
NURS 5000	Nursing Science	3 S.H.
NURS 5001	Scholarly Writing for Nurses	1 S.H.
NURS 5601	Informatics and Healthcare Technologies	3 S.H.
NURS 5012	Nursing & Organizational Theory	3 S.H.
NURS 5915	Research & Evidence-Based Practice I	3 S.H.
NURS 5920	Research & Evidence Based Practice II	3 S.H.
NURSING LEADERSHIP CORE – 10 S.H.		
NURS 5800	Healthcare Policy and Fiscal Management in Nursing	3 S.H.
NURS 5011	Nursing & Organizational Theory: Practicum	2 S.H.
NURS 5021	Organizational Communications & Systems Leadership: Practicum	2 S.H.
NURS 5022	Organizational Communications & Systems Leadership	3 S.H.
GUIDED ELECTIVES (5000+ level) – Minimum of 6 S.H. ¹		

E. Effects/Changes Related to SLO's for the Program and its Assessment Plan

Proposed program revisions do not affect the SLOs, assessment plan, or program review process.