

NURSING: DUAL INTEGRATED NURSE MANAGER LEADER, MASTER OF SCIENCE/ MASTER OF BUSINESS ADMINISTRATION

The Master of Science in Nursing–Nurse Manager and Leader (NML) and Master of Business Administration (MBA) dual-degree pathway prepares nursing professionals to lead at the intersection of healthcare and business. Because the NML curriculum already includes 18 credits of MBA coursework, NML students can earn both degrees by completing just 18 additional MBA credits.

This 54-credit pathway allows students to build advanced expertise in nursing leadership, organizational strategy, finance, and business administration while maximizing coursework shared between the two programs.

Specific Admission Requirements

Students must meet both The Master of Science Nurse Manager Leader (NML) and Masters of Business Administration (MBA) degree requirements for admission, learning outcomes, and graduation.

Specific Admission Requirements for Masters of Business Administration

The program is open to all applicants with a bachelor's degree, regardless of the undergraduate field of study. Students without prior business course work will be required to take leveling courses in financial accounting, business statistics, microeconomics, finance, management, and marketing. Additionally, a review of GMAT writing sub score will be used to determine if there is a need for developmental work. Students who earn less than a "C" in any leveling course will be dismissed from the program. Generally, graduate students are required to complete all leveling course requirements before enrolling in the first 500-level courses. In some instances, a student will be permitted to enroll in 500-level courses while completing the final leveling courses.

Students will not be allowed to enroll in more than six hours of graduate-level course work without being fully admitted to the program.

GMAT is optional. For applicants exercising the option to not take the GMAT, you MUST complete BSAD 510, Academic writing for MBA in your first semester.

Applicants opting to submit a GMAT or GRE score, your GMAT writing score must be 4.5 or higher to waive BSAD 510 (<https://catalog.csupueblo.edu/search/?P=BSAD%20510>) Academic Writing for MBA Students (1 c.h.). GRE writing score must be a minimum of 3.5 to waive BSAD 510 (<https://catalog.csupueblo.edu/search/?P=BSAD%20510>) Academic Writing for MBA Students (1 c.h.).

Note: NML students already admitted to the NML will not need to take GMAT

MBA does require leveling courses:

- ACCT 201 Principles of Financial Accounting (3 c.h.)
- ECON 202 Principles of Microeconomics (GT-SS1) (3 c.h.)
- BSAD 265 Inferential Statistics & Problem Solving (3 c.h.)
- MKTG 340 Principles of Marketing (3 c.h.)
- MGMT 201 Principles of Management (3 c.h.)
- FIN 330 Principles of Finance (3 c.h.)

Students have 4 options to complete the leveling courses

1. Taken prior to admission – transcript evaluation
2. Take them as part of the program. Students must complete the leveling course prior to the 500 level MBA course that requires it as a leveling course.
3. Complete through a 3rd party partner, IVY, a software program which allows students to obtain the needed basic knowledge to be prepared for success in their MBA courses. The cost is \$100 per course, no college credit is awarded, and it does NOT appear on any transcript.
4. Work experience. Students must demonstrate through work experience their basic knowledge of the subject matter. A portfolio must be submitted to the MBA Director for evaluation. See the MBA Director for details.

Specific Admission Requirements for Nurse Manager Leader

Students are responsible for following all admission policies and procedures as outlined in the Graduate Programs section of the University catalog.

1. Complete application to the nursing program.
2. Proof of active, unrestricted Colorado Registered Nurse license
3. Residency in a Colorado Nursing Compact State.
4. All prerequisites which must include statistics, microbiology with lab and Chemistry with lab must be passed with a C or better (C- is not acceptable). Students receiving a grade less than C in a nursing prerequisite course are not eligible for admission.

Student Learning Outcomes

1. MBA Program - Expression of Thoughts and Ideas: Our graduate students will be able to communicate effectively.
2. MBA Program - Decision Making and Problem Solving: Our graduate students will be able to analyze problems, identify relevant issues, and craft solutions.
3. MBA Program - Decision Making in a Global Business Environment: Our graduate students will be able to develop solutions for global business issues.
4. MBA Program - Ethical Analysis: Our graduate students will be able to evaluate ethical situations and offer appropriate recommendations.
5. MBA Program - Assurance of Learning: The use of direct measures of student performance in the Hasan School of Business provides a relevant set of performance data. Reviewed by faculty, discipline groups, the School's Assurance of Learning Committee, and administrators, results of these measures are used to make program improvements.
6. NML Program - Integrate evidence-based practice, ethical decision making and technology into advanced nursing practice.
7. NML Program - Utilize interprofessional collaboration to provide safe, quality patient-centered care.

8. NML Program - Explore quality improvement initiatives that affect delivery of advanced nursing practice and health care services.

Outcomes Assessment Activities

- MBA Program - Continuous improvement through a rigorous assessment program focused on measuring learning outcomes and implementing measures to enhance students' chances of success. Within each individual course, faculty members utilize a variety of assessment techniques including student presentations, projects, peer evaluations, examinations, and student surveys.
- MBA Program - The Educational Testing Service (ETS) Major Field Test in Business: This test, administered nationwide, assesses what students have learned primarily in courses common to all business majors. Results are compared with those of other business students enrolled at selected peer institutions, as well as nationally.
- MBA Program - Course-Embedded Measures: Exams, papers, presentations, and projects are course-embedded measures that can be used to assess student performance related to our MBA learning goals. The Hasan School of Business compiles information to assess the success of MBA graduates. Information is obtained from the CSU Pueblo Alumni Office, the Career Center, and other sources.
- NML Program - Eighty percent of graduates will express satisfaction with the program, pass national certification exam the first time (optional post graduation), and be employed in role-related professional practice within six months to one year.
- NML Program - Fifty percent of graduates will complete their program on-time starting from enrollment day one of the first class of their nursing option.
- NML Program - Eighty percent of employers' will express satisfaction with graduates' job performance.

Specific Program Requirements

Program Overview

Requirement	Credits
Nursing Courses	18
Courses Counting Towards Both Degrees	18
Business Courses	18
Total Credits	54

Course	Title	Credits
Nursing Courses		
NSG 504	NSG Writing & Presentation Skills	1
NSG 505	Biostatistics & Research	3
NSG 512	Research & Evidenced Based Practice	3
NSG 548	Healthcare: Ethics, Law & Policy	3
NSG 571	Healthcare Informatics	2
NSG 594	Leadership Practicum I	3
NSG 688	MS Nurse Manager & Leader Practice Capstone	3
Courses Counting Towards Both Degrees		
ACCT 510	Managerial Accounting	3
CIS 565	Management Information Systems	3
FIN 530	Financial Management	3
MGMT 520	Management of Organizational Behavior	3
MGMT 540	Managing Human Resources	3
MKTG 540	Marketing Management	3

Business Courses		
BSAD 502	Business Ethics and Environment	3
BSAD 575	International Business	3
ECON 510	Economics for Managers	3
MGMT 511	Production/Operations Management	3
MGMT 585	Management Policy & Strategy	3
Approved MBA electives in BSAD, ECON, MKTG, or MGMT		3
Total Credits		54

Specific Graduation Requirements

All graduate courses for the MBA are listed in the appropriate department sections of accounting (ACCT), business administration (BSAD), computer information systems (CIS), economics (ECON), finance (FIN), management (MGMT), and marketing (MKTG).

Independent Studies will not be substituted for core or required courses. They may count only as electives.

Specific Graduation Requirements for Masters of Business Administration

A student who earns two "C" or lower grades in graduate-level courses is placed on probation. If a third "C" or lower grade is earned, the student is automatically dismissed from the program.

The MBA degree will be conferred upon students who successfully complete a minimum of 36 hours of approved course work with a minimum GPA of 3.000. The curriculum includes the following 30 credits which are taken by all MBA students.

Specific Graduation Requirements for Nurse Manager Leader

The graduate degree will be granted to candidates who meet all of the University catalog requirements plus the following:

1. Graduate cumulative GPA of 3.0 or better.
2. All courses must be passed with a B or better.