

MASTER OF SCIENCE IN NURSING (MSN) HEALTHCARE ORGANIZATIONAL LEADERSHIP TRACK

The MSN in Healthcare Organizational Leadership (HOL) prepares the student to assume leadership positions in various organizations providing direct or indirect healthcare services across the life span and care continuum; government agencies; community-based organizations (public and private); and other healthcare industries (insurance, biomedical, pharmaceutical). Students will acquire competencies essential for effective and transformative leadership in multiple organizational contexts and dynamics at micro, meso, and macro levels. Formation of the student's vision for an impactful leadership career, aspirations for meaningful legacy to the nursing profession, healthcare delivery systems, professional/health-related organizations, and the public health at large are distinctive features of the curriculum. The HOL curriculum is aligned with the Johns Hopkins School of Nursing, mission, vision, strategic directions, and attributes of a *Hopkins Nurse*. Furthermore, the curriculum is informed by the real-world practice underpinned by the state-of-the science for nursing leadership, the American Organization of Nursing Leadership (AONL) Nurse Leaders Competencies, and the American Association of Colleges of Nursing (AACN) Essentials: Core Competencies for Professional Nursing Education.

Clinical practica and number of clinical hours: Clinical practicum in HOL I (112 hours), HOL II (168 hours), and HOL III (224 hours) for a total of 504 clinical hours.

Certification: MSN in HOL graduates are eligible to apply for certifications available for nurse leaders/executives through the AONL (<https://www.aonl.org/initiatives/certification/>) and the American Nurses Credentialing Center (<https://www.nursingworld.org/our-certifications/>).

The Master of Science in Nursing programs at the Johns Hopkins School of Nursing are accredited by the

Commission on Collegiate Nursing Education (CCNE)
Collegiate Nursing Education
655 K Street, NW, Suite 750
Washington, DC 20001
202-463-6930

All course work in the MSN specialty tracks, both clinical and classroom, is organized around 10 domains, competencies, and sub-competencies for advanced-level nursing education (AACN, 2021) and 5 common-core set of competency domains for healthcare leadership (AONL). Students develop progressive understanding and expertise in relation to these domains, and learning is structured to accomplish a related set of outcomes that are considered essential to advanced nursing practice. The MSN in HOL track includes core, professional and theoretical foundations of organizational leadership and management, business of healthcare, and practice of nursing leadership and management roles in multiple healthcare organizational contexts. The MSN in HOL track requires 34 credits during a minimum of 16 months of full-time study.

Graduates will have completed the educational requirements for appropriate certification. Full-time and part-time study are available.

Students matriculated in the JHU School of Nursing are required to satisfy all academic requirements and adhere to all policies of the School. Students are expected to complete degree requirements within five years of enrollment.

State Authorization Disclosure (<https://nursing.jhu.edu/wp-content/uploads/2024/04/MSN-HOL.pdf>)

Program Requirements

Curriculum

Code	Title	Credits
Core Courses		
NR.210.606	Biostatistics for Evidence-Based Practice	3
NR.210.608	The Research Process and Its Application to Evidence-Based Practice	3
NR.210.609	Philosophical, Theoretical & Ethical Basis of Advanced Nursing Practice	3
Additional Courses		
NR.110.619	Health Care Economics for Management and Practice	2
NR.110.651	Leadership Role Identity and Career Development	2
NR.110.652	Leadership and Organizational Culture: Theories & Practice in Contemporary Healthcare	3
NR.110.653	Leadership: Organizational Dynamics, Complexities, and Change	3
NR.110.654	Foundations of Healthcare Quality and Safety	2
NR.110.655	Healthcare Organizational Leadership Practicum I	2
NR.110.656	Healthcare Organizational Leadership Practicum II	3
NR.110.657	Healthcare Organizational Leadership Practicum III	4
NR.210.802	Advanced Nursing Health Policy	2
NR.210.806	Health Finance	2

Program Total: 34 Credits [cr]/ 504 Clinical Hours [CL]

Programs of Study

MSN Healthcare Organizational Leadership Track Program of Study: Full Time

Course	Title	Credits
First Semester		
NR.110.619	Health Care Economics for Management and Practice	2
NR.110.651	Leadership Role Identity and Career Development	2
NR.110.652	Leadership and Organizational Culture: Theories & Practice in Contemporary Healthcare	3
NR.210.606	Biostatistics for Evidence-Based Practice	3
Credits		10
Second Semester		
NR.110.655	Healthcare Organizational Leadership Practicum I	2
NR.210.608	The Research Process and Its Application to Evidence-Based Practice	3

NR.210.802	Advanced Nursing Health Policy	2
Credits		7
Third Semester		
NR.110.654	Foundations of Healthcare Quality and Safety	2
NR.110.656	Healthcare Organizational Leadership Practicum II	3
NR.210.806	Health Finance	2
Credits		7
Second Year		
First Semester		
NR.110.653	Leadership: Organizational Dynamics, Complexities, and Change	3
NR.110.657	Healthcare Organizational Leadership Practicum III	4
NR.210.609	Philosophical, Theoretical & Ethical Basis of Advanced Nursing Practice	3
Credits		10
Total Credits		34

Program Total: 34 Credits [cr]/504 Clinical Hours [CL]

Please note, curriculum, credit hours, and sequencing are subject to change.

MSN Healthcare Organizational Leadership Track Program of Study: Part Time

Course	Title	Credits
First Semester		
NR.110.619	Health Care Economics for Management and Practice	2
NR.210.606	Biostatistics for Evidence-Based Practice	3
Credits		5
Second Semester		
NR.210.608	The Research Process and Its Application to Evidence-Based Practice	3
NR.210.802	Advanced Nursing Health Policy	2
Credits		5
Third Semester		
NR.110.654	Foundations of Healthcare Quality and Safety	2
NR.210.806	Health Finance	2
Credits		4
Second Year		
First Semester		
NR.110.651	Leadership Role Identity and Career Development	2
NR.110.652	Leadership and Organizational Culture: Theories & Practice in Contemporary Healthcare	3
Credits		5
Second Semester		
NR.110.655	Healthcare Organizational Leadership Practicum I	2

NR.210.609	Philosophical, Theoretical & Ethical Basis of Advanced Nursing Practice	3
Credits		5
Third Semester		
NR.110.656	Healthcare Organizational Leadership Practicum II	3
Credits		3
Third Year		
First Semester		
NR.110.653	Leadership: Organizational Dynamics, Complexities, and Change	3
NR.110.657	Healthcare Organizational Leadership Practicum III	4
Credits		7
Total Credits		34

Program Total: 35 Credits [cr]/504 Clinical Hours [CL]

Please note, curriculum, credit hours, and sequencing are subject to change.

The Johns Hopkins University School of Nursing prepares nurses to advance health equity by providing evidence-based and patient-centered care to diverse individuals and populations globally. Our curricula are grounded in nursing's unique obligation and capacity to advance racial, social and planetary justice. To this end, our students and faculty will interact with mutual respect and accountability that prioritizes learning, discovery, and the inclusion of diverse persons, families, and communities. In addition, we value a competency-based approach that ensures graduates are agents of transformational change that advance health equity through clinical expertise, leadership, policy, scholarship, and ethical professional practice.

The purpose of the MSN program is to prepare nurses to provide safe, competent, and patient-centered care to diverse clients across all settings and spheres of care.

Essential: Knowledge for Nursing Practice

Program Outcome: A global thinker whose worldview is informed by a foundation of liberal arts, natural, and social sciences for nursing practice.

Essential: Person Centered Care

Program Outcome: An equal partner with patients whose care is based on sound clinical judgement, and an understanding of structural determinants of health.

Essential: Population Health

Program Outcome: An advocate who promotes equitable community and population health through sustained and respectful community partnerships, data analysis, interventions and policies that address structural threats to well-being, safety, and preparedness.

Essential: Scholarship for Nursing Discipline

Program Outcome: A critical consumer of and contributor to multidisciplinary research, quality improvement, and health programs that inform nursing care across settings.

Essential: Quality and Safety

Program Outcome: An evidence-based clinician who contributes to solutions to promote safe, equitable, quality care.

Essential: Interprofessional partnerships

Program Outcome: A self-reflective leader who fosters respectful and effective collaboration with partners across settings.

Essential: Systems based practice

Program Outcome: A valued team member who recognizes and uses systems-level opportunities to advance equity.

Essential: Informatics and Healthcare Technologies

Program Outcome: A skilled clinician who applies technology, data, and systems processes to promote healthy and effective work environments and safe, equitable patient care.

Essential: Professionalism

Program Outcome: An accountable leader who models and expects ethical, lawful, and just practice.

Essential: Personal, professional, and leadership development

Program Outcome: A life-long learner who fosters an alignment of professional values and goals that advances health equity and self-stewardship.

The Doctor of Nursing Practice and Masters of Science in Nursing program outcomes are based on the Advanced and Entry-level competencies, respectively, as described in "The Essentials: Core competencies for professional nursing education". (AACN, 2021).