Certificate Guidebook

Post-Master's Certificate, Nursing - Leadership and Management (Post-MSN)

The Post-Master's Certificate, Nursing - Leadership and Management (Post-MSN) program is a competency-based program that prepares students to be leaders and managers in diverse settings: hospitals, long term care facilities, community service agencies, governmental agencies and facilities, and corporations. Students use their organizational, analytic, strategic planning, financial, human resources, and evaluation skills across healthcare organizations. The WGU Post-Master's Certificate, Nursing - Leadership and Management (Post-MSN) program content is evidence-based, drawing on national standards and research related to creating work environments that are collaborative, interdisciplinary, and promote effective functioning in complex nursing and healthcare environments. The certificate program content and processes are consistent with the American Nurses Association (ANA) Standards for Nurse Administrators and the American Organization for Nursing Leadership (AONL) competencies for nursing managers and executives, and the American Association of Colleges of Nursing (AACN) Clinical Nurse Leader (CNL). The Post-Master's Certificate program is focused on the preparation of highly qualified nurse administrators (nurse managers and nurse executives). This program builds on the core knowledge developed during the

Understanding the Competency-Based Approach

Practically speaking, how do competency-based programs like those offered at Western Governors University (WGU) work? Unlike traditional universities, WGU does not award certificates based on completion of a certain number of credit hours or a certain set of required courses. Instead, you will earn

Progress through a certificate program is governed not by the amount of time you spend in class but by your ability to demonstrate mastery of competencies as you complete required courses. Of course, you will need to engage in learning experiences as you review competencies or develop knowledge and skills in areas in which you may be weak. To help you acquire the knowledge and skills you need to complete your courses and certificate program, WGU provides a rich array of learning resources. Your program mentor will work closely with you to help you understand the competencies required for your program and to help you create a schedule for completing your courses. You will also work closely with instructors as you engage in each of your courses. As subject matter experts, instructors will guide you through the

The benefit of this competency-based system is that it enables students who are knowledgeable about a particular subject to make accelerated progress toward completing a certificate, even if they lack college experience. You may have gained skills and knowledge of a subject while on the job, accumulated wisdom through years of life experience, or already taken a course on a particular subject. WGU will award your certificate based on the skills and knowledge that you possess and can demonstrate—not the

Accreditation

Western Governors University is the only university in the history of American higher education to have

(1) the Northwest Commission on Colleges and Universities, (2) the Higher Learning Commission of the North Central Association of Colleges and Schools, (3) the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges, and (4) the Accrediting Commission for Senior Colleges and Universities of the Western Association of Schools and Colleges. The university's accreditation status is now managed by the Northwest Commission on Colleges and Universities (NWCCU), which reaffirmed WGU's accreditation in February 2020. The WGU Teachers College is accredited at the initial-licensure level by the Council for the Accreditation of Educator Preparation (CAEP) and by the Association for Advancing Quality in Educator Preparation (AAQEP). The nursing programs are accredited by the Commission on Collegiate Nursing Education (CCNE). The Health Information Management program is accredited by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM). The College of Business programs are

The Degree Plan

The focus of your program is your personalized Degree Plan. The Degree Plan is a detailed blueprint of the courses you will need to complete in order to earn your certificate. The Degree Plan also lays out the accompanying learning resources and assessments that compose your program. The list of courses in the Degree Plan is often referred to as the standard path. The amount of time it takes to complete your program depends on both the amount of new information you need to learn and the amount of time you plan to devote each week to study. Your program mentor and instructors will help you assess your

Students vary widely in the specific skills and information they need to learn. For example, some students may be highly knowledgeable in a particular subject matter and would not need to engage in new learning opportunities. Other students may find that portions of the program require them to learn new information and that they need to take an online class or participate in a study module to acquire the knowledge and skills needed to fulfill program competencies in that area. Some individuals may be able to devote as little

Orientation

The WGU orientation course focuses on acquainting you with WGU's competency-based model, distance education, technology, and other resources and tools available for students. You will also utilize WGU program and course communities, participate in activities, and get to know other students at WGU. The orientation course must be completed before you can start your first term at WGU.

Transferability of Prior College Coursework

Because WGU is a competency-based institution, it does not award certificates based on credits but rather on demonstration of competency. Students entering Post-Masters Certificate programs must have completed a graduate degree from an accredited institution and their degree verified before being admitted to WGU.

[Click here for the Student Handbook](#)

WGU does not waive any requirements based on a student's professional experience and does not perform a "résumé review" or "portfolio review" that will automatically waive any program requirements. Program requirements and transferability rules are subject to change in order to keep the program

Remember, WGU's competency-based approach lets you take advantage of your knowledge and skills, regardless of how you obtained them. Even when you do not directly receive credit, the knowledge you

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Changes to Curriculum

a future vision so key stakeholders can make data-driven decisions to move forward with the project. During the development of a business case in this course, students will collaborate with internal and external stakeholders to initiate a healthcare improvement project (HIP) that is grounded in project management principles and influenced by stakeholder

This course is eligible for an In Progress grade. Please see the Grading Scale Policy for more information.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The learner examines regulatory and compliance requirements for implementing an improvement project comprising systematic activities and processes that are organized and implemented to improve organizational quality, safety, and performance.

The learner collaborates with internal and external stakeholders to assess the need and organizational readiness for a healthcare improvement project using improvement science methods and practices.

The learner describes the four phases of the project management lifecycle that will guide their healthcare improvement project successfully from initiation to closure.

The learner synthesizes relevant evidence, feasibility results, patient preferences, and interdisciplinary stakeholder perspectives to initiate a healthcare improvement project.

Managing Resources in an Era of Disruption

Managing Human and Financial Resources in an Era of Disruption examines the main premise of people and fiscal leadership. This includes the promotion of healthy work environments through the development of programs in support of mitigating behavior problems for the betterment of work-life balance. Students will analyze business model budgets, revenue streams, and human and financial resource allocation, develop training programs to evaluate compliance and regulatory requirement, and create team building experiences to promote high performing teams by improving engagement, establishing trust, and achieving common goals. Students will assess an organization's mission, vision, and values to

healthcare are inevitable, as the business success strategies used in the past are not sufficient for surviving in an era of persistent disruption. This course will help students develop the skills nurse leaders need to become partners in

This course is eligible for an In Progress grade. Please see the Grading Scale Policy for more information.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The learner promotes a healthy work environment by developing programs to mitigate workplace behavior problems and enhance work-life balance.

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Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The learner evaluates existing policies at the systems level that have the potential to influence the implementation of a healthcare improvement project.

The learner uses sociodemographic and social determinants of health data to describe the target populations that will be affected by a healthcare improvement project.

The learner examines the structure, processes, and outcomes of an organizational plan that may facilitate or impede the implementation of a healthcare improvement project.

The learner leads the development of a collaborative implementation plan that includes oversight of the project and the scope of work with specific tasks, timelines, and deliverables.

Evidence-Based Measures for Evaluating Healthcare Improvements

Evidence-based measures for evaluating healthcare improvements is an essential component of the planning phase of the healthcare improvement project. In this course, students will determine key performance indicators and metrics used to determine the success of a healthcare improvement project (HIP). The student will develop collaborative partnerships and build consensus with stakeholders to determine how specific data will be collected, managed, and analyzed. This is also an opportunity to discuss data issues and technologies needed for the project. To accomplish this phase, students will also

This course covers the following competencies:

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The learner collaborates with internal and external stakeholders to identify key success indicators for evaluating the effectiveness of a healthcare improvement project.

The learner determines the most effective technology and data sources for capturing data that will measure the key performance indicators (KPIs) for a health improvement project (HIP).

The learner creates a data collection plan that includes specific data fields and types, collection frequency, data sources, and data security methods.

The learner initiates the process of collaboratively developing a healthcare improvement evaluation plan that addresses stakeholder questions and high-priority areas to measure progress over time, and describes contextual issues that may impact the results.

Nursing Leadership and Management Field Experience

The Nursing Leadership and Management Field Experience course provides an opportunity for students to apply the knowledge and skills they developed in previous courses toward the successful implementation of their healthcare improvement project (HIP). This phase puts into action all the components of project management that were planned and developed while working collaboratively with key stakeholders to establish the need and feasibility of the HIP, analyzing the organizational readiness for change, and planning the implementation and evaluation phases. In this phase, students will develop and implement a training plan for staff, managers, and leaders. They will also implement the communication plan they developed in a previous course. They will also manage the implementation process by applying organizational standards and practices. Students will demonstrate strong leadership skills when meeting with stakeholders to report the status of the implementation phase and collaboratively problem-solve risks. Completion of the specialty courses is a pre-

This course covers the following competencies:

The learner utilizes effective communication and relationship-building practices to successfully kick-off the implementation project.

Nursing Leadership and Management Capstone

The Nursing Leadership and Management Capstone provides students with an opportunity to evaluate and close their capstone project. This is the final course in the MSN Leadership and Management program. Students will evaluate the success of their healthcare improvement project (HIP) by analyzing results, using the key performance indicators and metrics that were identified while planning the evaluation phase. Students will present the results of the improvement project in a final report and presentation with a focus on lessons learned throughout each of the phases: initiation, planning, implementation, and evaluation. Reflective and analytic thinking are essential aspects of a capstone project, as students reflect and report on the successes and challenges encountered in each phase. Nursing Leadership and Management Field

This course covers the following competencies:

The learner integrates and synthesizes competencies from across the degree program and thereby demonstrates the ability to participate in and contribute value to the chosen professional field.

Accessibility and Accommodations

Western Governors University is committed to providing equal access to its academic programs to all qualified