

**Herzing University**  
**May 2022 Graduate Catalog**  
**Addenda**

- **ADDENDUM, effective August 3, 2022, the admissions requirements for the online Master of Science in Nursing-Direct Entry program have been updated.**

Master of Science in Nursing-Direct Entry Requirements

Applicants must meet all the following criteria:

- Have earned a non-nursing baccalaureate degree from a regionally-accredited college or university recognized by the US Department of Education, with a minimum GPA of 3.00 on a 4.00 scale
  - Earn an aggregate score of 66 or higher on the Test of Essential Academic Skills (TEAS)
- **ADDENDUM, effective July 20, 2022, the following admission requirement, *Program Grade Point Average (PGPA)*, for the online Master of Social Work is updated in the Admissions Information under Special Master of Social Work Program Requirements for Admission.**

Regular admission into graduate studies at Herzing University will be based on the following University criteria:

2. *Program Grade Point Average: (PGPA):*
  - A. Prospective graduate students in the Social Work program must have achieved an undergraduate GPA of 2.50.

**The requirements for admission to the two-year program are:**

- 2.50 cumulative GPA in baccalaureate degree;
- **ADDENDUM, effective July 11, 2022. Herzing University, in an online learning modality through association with the main campus in Madison, Wisconsin, has begun enrolling in the Master of Science in Nursing-Direct Entry program for the September 7, 2022 class start.**

**Official Program Outline**



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## **MASTER OF SCIENCE IN NURSING-DIRECT ENTRY**

### **PROGRAM DESCRIPTION**

The Master of Science in Nursing program with a direct entry pathway prepares students who have earned a non-nursing baccalaureate degree to obtain a registered nurse license and practice as an MSN nurse generalist in a variety of settings once state licensure is attained. The program focuses on care for patients across the lifespan and in diverse environments. Learning will include didactic, simulation, laboratory, and clinical learning opportunities. The program emphasizes the use of innovative technologies and preparation for assuming leadership roles. Clinical opportunities will provide the students to become an effective member of the interprofessional healthcare team through practice experiences that provide direct patient care in

diverse areas.

## **PROGRAM OUTCOMES**

Upon completion of their program, the student should be able to:

1. Prioritize patient-centered care using clinical judgment and the nursing process. (Knowledge for Nursing Practice, Person-Centered Care)
2. Collaborate with patients, families and team members to provide safe and culturally competent care. (Population Health, Quality and Safety)
3. Integrate evidence-based practice within diverse clinical settings to deliver optimal care. (Scholarship, Systems-Based Practice)
4. Minimize risk of harm to patients and providers through both systems effectiveness and individual performance. (Quality and Safety)
5. Use informational technology to communicate, mitigate error, support decision making, and manage patient care. (Informatics and Healthcare Technologies)
6. Evaluate quality improvement processes to enhance patient outcomes. (Quality and Safety)
7. Integrate professionalism and advanced leadership skills within the interdisciplinary healthcare environment. (Interprofessional Partnerships, Professionalism, Personal, Professional, and Leadership Development)
8. Analyze national and global policies, legislative concepts, and economics to address population outcomes. (Professionalism)

## **POTENTIAL OCCUPATIONAL TITLES**

Potential occupational titles for this program include, but are not limited to, registered nurse.

## **PROGRAM CONTENT**

A minimum of 60.00 semester credit hours is required for graduation.

- A minimum of 77.00 semester credit hours is required for students who have not met the undergraduate pre-requisite core courses.

## **THIRD PARTY TESTING**

Assessment and remediation are critical components of nursing education. Students in the nursing program may be required to take third-party, standardized, proctored exams in an electronic format throughout the curriculum. Students may be required to go to a third-party testing site to complete exams. Standardized tests are valid and reliable predictors of success on the NCLEX examination and provide valuable feedback concerning student strengths and weaknesses. Student learning outcome data identifies content areas that require remediation, allowing faculty to personalize student support and intervention. Courses that utilize third-party exams will incorporate the points earned on the test as a percentage of the final grade earned for the course as specified in the course syllabus.

## **MSNDE NURSING CURRICULUM PROGRESSION MILESTONE EXAMS AND POLICY**

The purpose of the nursing progression milestone exams and policy is to ensure preparation of the student for the NCLEX exam. This process validates knowledge acquisition and application through standardized, third-party exams. Students will be required to complete three progression milestone exams at key points in the curriculum as well as an exit exam during the final semester. Each progression milestone exam is a comprehensive assessment of all content covered in the program up to exam administration.

**Progression Milestone exam #1** is administered after or while completing NSG520, NSG521, NSG 522.

**Progression Milestone exam #2** is administered after or while completing NSG526, NSG527, NSG528.

**Progression Milestone exam #3** is a Pharmacology exam and will be administered during the semester prior to NSG632 and NSG635.

If the \*benchmark score on the first formal attempt is not attained, a plan for remediation will be developed in collaboration with the faculty/program chair/NCLEX coach and a second attempt will be provided.

If the student is below the \*benchmark score on the second attempt, the student cannot enroll in the next semester clinical courses. The student will be enrolled in any outstanding general education courses as well as a nursing remediation course to provide remediation of content. At the end of the 8-week remediation course, students will be provided a final attempt to demonstrate competency.

**Students who are successful on the final retake exam will be rescheduled by Registrar Services**

**Students who are unsuccessful on the final retake exam will be dismissed from the nursing program and provided advisement on alternative program pathways.**

## **RN EXIT EXAM**

The exit exam will cover content from all nursing courses, is reflective of NCLEX readiness and is administered in the final

semester. Students will take practice assessments during the NSG635 course, in conjunction with individualized remediation and completion of assignments focused on NCLEX readiness. This is followed by a final exit exam. Students who are unable to reach the \*benchmark score on the exit exam will receive an Incomplete (I) grade for their NSG 635 course and will be required to successfully reach this benchmark on the final exit exam by the second week of the subsequent semester to resolve the (I) grade.

If they are unable to resolve the (I) grade by the second week of the subsequent semester, the grade will convert to an (F) grade and the student will be placed on “Approved Break” for the remainder of the semester, during which time they must remain actively engaged in formal remediation. This will cause a delay in program completion and graduation. Students should discuss the implications of being on “Approved Break” with their financial aid advisor.

*\*Threshold benchmark scores required to pass the milestone or exit exams are based upon national student performance data and may be changed at any time by the university.*

### DOSAGE CALCULATION EXAMS

Dosage calculation exams are required at multiple points throughout the program. A student who is unable to pass any of the exams will not be allowed to progress without completion of remediation and demonstration of competency as evidenced by reaching the required score on a final dosage calculation exam attempt.

### REQUIRED UNDERGRADUATE PRE-REQUISITE CORE COURSES

17.00 semester credit hours are required.

The following courses, or the equivalent, must be successfully completed prior to entry in the core nursing courses:

| Course Number | Course Name                          | Prerequisites/Corequisites | Semester Credit Hours |
|---------------|--------------------------------------|----------------------------|-----------------------|
| MA 320        | Statistics                           | MA 109                     | 3.00                  |
| SC 154        | Anatomy and Physiology I for Nurses  |                            | 4.00                  |
| SC 166        | Microbiology                         |                            | 3.00                  |
| SC 186        | Chemistry                            |                            | 3.00                  |
| SC 254        | Anatomy and Physiology II for Nurses | SC 154                     | 4.00                  |

Note: Students must earn a “B” or better in both the SC 154 Anatomy and Physiology I for Nurses and SC 254 Anatomy and Physiology II for Nurses courses.

### REQUIRED COURSES IN NURSING

60.00 semester credit hours are required.

| Course Number | Course Name                                   | Prerequisites/Corequisites                 | Semester Credit Hours |
|---------------|-----------------------------------------------|--------------------------------------------|-----------------------|
| NSG 520       | Pathophysiology & Pharmacology                |                                            | 4.00                  |
| NSG 521       | Fundamental Concepts & Health Assessment      | /NSG522                                    | 5.00                  |
| NSG 522       | Clinical I                                    | /NSG 521                                   | 2.00                  |
| NSG 523       | Medical Surgical Nursing I                    | NSG 520, NSG 521, NSG 522/NSG 525          | 4.00                  |
| NSG 524       | Mental Health Nursing                         | NSG 520, NSG 521, NSG 522/NSG 525          | 3.00                  |
| NSG 525       | Clinical II                                   | NSG 520, NSG 521, NSG 522/NSG 523, NSG 524 | 3.00                  |
| NSG 526       | Family Nursing                                | NSG 523, NSG 524, NSG 525/NSG 528          | 4.00                  |
| NSG 527       | Medical-Surgical Nursing II                   | NSG 523, NSG 524, NSG 525/NSG 528          | 5.00                  |
| NSG 528       | Clinical III                                  | NSG 523, NSG 524, NSG 525/NSG 526, NSG 527 | 3.00                  |
| NSG 621       | Clinical IV                                   | NSG 526, NSG 527, NSG 528                  | 3.00                  |
| NSG 625       | Nursing Informatics and Healthcare Technology |                                            | 3.00                  |
| NSG 630       | Leadership                                    | NSG 680                                    | 3.00                  |
| NSG 631       | Synthesis I                                   | NSG 526, NSG 527, NSG 528                  | 3.00                  |

| Course Number | Course Name             | Prerequisites/Corequisites                          | Semester Credit Hours |
|---------------|-------------------------|-----------------------------------------------------|-----------------------|
| NSG 632       | Synthesis II            | NSG 526, NSG 527, NSG 528, NSG 621, NSG 631/NSG 635 | 2.00                  |
| NSG 633       | Safety and Quality      |                                                     | 3.00                  |
| NSG 635       | Integration of Concepts | NSG 526, NSG 527, NSG 528, NSG 621, NSG 631/NSG 632 | 3.00                  |
| NSG 660       | Scholarly Practice      |                                                     | 3.00                  |
| NSG 680       | Population Health       | NSG 660                                             | 4.00                  |

- **ADDENDUM, effective July 11, 2022, the following online Master of Science in Nursing-Direct Entry admissions requirements are added to the Admissions Information under Special Nursing Program Requirements for Admission.**

#### Master of Science in Nursing-Direct Entry Requirements

Applicants must meet all the following criteria:

- Have earned a non-nursing baccalaureate degree from a regionally-accredited college or university recognized by the US Department of Education, with a minimum GPA of 3.00 on a 4.00 scale
- Earn an aggregate score of 66 or higher on the Test of Essential Academic Skills (TEAS)
- Have successfully completed the following prerequisite courses prior to admission to the MSN - Direct Entry program:
  - Statistics – 3 credits
  - Anatomy & Physiology I – 4 credits\* Must earn “B” or better
  - Anatomy and Physiology II – 4 credits\* Must earn “B” or better
  - Chemistry – 3 credits
  - Microbiology – 3 credits
- **ADDENDUM, effective June 21, 2022, the following admission requirement, *Program Grade Point Average (PGPA)*, for the online Master of Social Work is updated in the Admissions Information under Special Master of Social Work Program Requirements for Admission.**

Regular admission into graduate studies at Herzing University will be based on the following University criteria:

3. *Program Grade Point Average: (PGPA):*
  - A. Prospective graduate students in the Social Work program must have achieved an undergraduate GPA of 2.75.

**The requirements for admission to the two-year program are:**

- 2.75 cumulative GPA in baccalaureate degree;
- **ADDENDUM, effective June 13, 2022. Herzing University, in an online learning modality through association with the main campus in Madison, Wisconsin, has begun enrolling in the Doctor of Nursing Practice program for the September 7, 2022 class start.**



## DOCTOR OF NURSING PRACTICE

### PROGRAM DESCRIPTION

The Doctor of Nursing Practice (DNP) program is an online doctoral completion program for advanced practice nurses and nurses in advanced roles who have earned a master’s degree in nursing. The DNP program prepares, supports, and empowers students for 21<sup>st</sup> century practice focused on interdisciplinary knowledge, leadership, innovation, along with the tools needed to positively impact nursing, healthcare systems, and population health change. Progressive development of the AACN (2021) level 2 sub-competencies is integrated throughout the curriculum in multiple contexts with increasing complexity and critical reflection. Each course begins and ends with leadership development. Using the principals of improvement science, students appraise and translate theory and evidence into a culminating project in their own practice.

### DNP PROGRAM OUTCOMES

Upon completion of their program, the student should be able to:

1. Demonstrate competency-based judgement and holistic caring concordant with an advanced nursing practice specialty or role in diverse populations.
2. Generate, synthesize, translate, apply, and disseminate scientific evidence for advanced nursing practice.
3. Apply ethical principles to shape the future of healthcare delivery with a focus on diversity, equity, and inclusion; systems-based practice; team-based care collaboration, informatics and technology; and career-long learning.
4. Demonstrate a professional identity which includes accountability, perspective, collaborative disposition, and compartment, that reflects nursing’s characteristics and values.
5. Implement an advanced nursing practice specialty or role in selected practice settings.

### POTENTIAL OCCUPATIONAL TITLES

Potential occupational titles for this program include, but are not limited to Doctor of Nursing Practice, advance practice registered nurse, nurse educator, nurse leader, nurse practitioner, clinical nurse specialist, certified nurse midwife, nurse anesthetist, and titles that describe other advanced nursing roles.

### PROGRAM CONTENT

A minimum of 32.00 semester credit hours is required for graduation.

### REQUIRED CORE COURSES

All courses, 24.00 semester credit hours, are required.

| Course Number | Course Name                                             | Prerequisites/Corequisites   | Semester Credit Hours |
|---------------|---------------------------------------------------------|------------------------------|-----------------------|
| NU 700        | Knowledge for Nursing Practice                          | Admission to the DNP program | 3.00                  |
| NU 710        | Improvement Science                                     | NU 700                       | 3.00                  |
| NU 711        | Clinical Decision Making and Collaboration              | NU 700                       | 3.00                  |
| NU 725        | Technology and Nursing Informatics in Advanced Practice | NU 700                       | 3.00                  |
| NU 726        | Professionalism and Leadership for Advanced Practice    | NU 700, NU 711, NU 730       | 3.00                  |
| NU 730        | Systems-Based Practice                                  | NU 700, NU 710               | 3.00                  |
| NU 760        | Scholarship for Nursing Practice                        | NU 700                       | 3.00                  |
| NU 780        | Population Health                                       | None                         | 3.00                  |

### REQUIRED PROJECT RESIDENCY CORE COURSES

All courses, 8.00 semester credit hours, are required.

| Course Number | Course Name           | Prerequisites/Corequisites | Semester Credit Hours |
|---------------|-----------------------|----------------------------|-----------------------|
| NU 800        | Project Development   | NU 700/NU 710, NU 760      | 1.00                  |
| NU 810        | Project Management    | NU 800                     | 1.00                  |
| NU 820        | Project Residency I   | NU 810                     | 2.00                  |
| NU 830        | Project Residency II  | NU 820                     | 2.00                  |
| NU 840        | Project Residency III | NU 830                     | 2.00                  |

## COURSE DESCRIPTIONS

### NU 700 Knowledge for Nursing Practice

This course focuses on the integration, translation, and application of established and evolving theoretical, evidence-based, and disciplinary nursing knowledge as the basis for clinical judgment and innovation in nursing practice. Students examine frameworks for knowledge and propose a practice application informed by leadership principals and ethical decision making. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Admission to the DNP program. Corequisite: None.

### NU 710 Improvement Science

The course focuses on a systems-based approach to enhance quality and minimize risk of harm to patients and providers through system effectiveness and individual performance using established and emerging principles of safety and improvement science. Students will review metrics and data driven benchmarks to analyze quality and safety initiatives, employ change theory and improvement science processes to design evidence-based interventions, and demonstrate advocacy to promote a just institutional culture reflecting resiliency, civility, and respect. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: NU 700 Knowledge for Nursing Practice. Corequisite: None.

### NU 711 Clinical Decision Making and Collaboration

This course focuses on the delivery of care using interprofessional teams in an environment fostering quality and safety and based on the adoption, integration, and dissemination of best practices, current practice guidelines, and evidence-based interventions. Students will evaluate the effectiveness of interprofessional communication and the impact of team dynamics and performance on desired outcomes in practice. Using tools and techniques to support and improve the efficacy of team-based interactions student will develop a plan to enhance collaboration. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: NU 700 Knowledge for Nursing Practice. Corequisite: None.

### NU 725 Technology and Nursing Informatics in Advanced Practice

This course will explore information and communication technologies and informatics processes used to provide care, gather data, drive decision making, and manage and improve the delivery of safe, high-quality, and efficient healthcare services in accordance with best practice and professional and regulatory standards. Students will perform an information technology analysis of their practice and develop strategic planning to direct the selection and implementation of new information and communication technologies for their practice setting. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: NU 700 Knowledge for Nursing Practice. Corequisite: None.

### NU 726 Professionalism and Leadership for Advanced Practice

This course focuses on proficient multidimensional leadership for healthcare. Leadership theory, managing change in complex environments, mentoring, and creating a workplace environment that promotes social justice and equity, self-care, personal health, and well-being, and lifelong learning will be emphasized. Student will examine their personal, professional, and leadership development process, and create a three-dimensional advocacy-based approach to provide leadership in for the healthcare, professional, and community arenas. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisites: NU 700 Knowledge for Nursing Practice, NU 711 Clinical Decision Making and Collaboration, and NU 730 Systems-Based Practice. Corequisite: None.

### NU 730 Systems-Based Practice

This course applies the principals of best practices, change theory, and improvement and implementation science to the development of innovative solutions for complex health systems to ensure optimal care. Course key concepts include organizational structure, including relationships among macro-, meso-, and microsystems across healthcare, and financial and payment models for cost management and reimbursement. Students will engage in a strategic planning initiative for a complex healthcare system which enhances value, access, quality, and cost-effectiveness, including policy to address health equity and eliminate structural discrimination. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisites: NU 700 Knowledge for Nursing Practice and NU 710 Improvement Science. Corequisite: None.

### NU 760 Scholarship for Nursing Practice

The course focuses on the application, evaluation, and dissemination of knowledge in practice to improve health and transform health care. The processes for the generation, critique, synthesis, and translation of knowledge will be examined. Students will

complete human subject protection certification, determine best practices for a specified clinical initiative, and apply evidence to clinical decision making using a framework of evidence-based practice and improvement science. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: NU 700 Knowledge for Nursing Practice. Corequisite: None.

#### NU 780 Population Health

This course examines the healthcare delivery continuum from public health prevention to disease management of populations and describes collaborative activities with both traditional and non-traditional partnerships from affected communities, public health, industry, academia, health care, local government entities, and others for the improvement of equitable population health outcomes. For a selected population, students will analyze health priorities and the potential for collaboration and partnerships to provide a basis for interventions, policy, advocate strategy, and emergency preparedness. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: None. Corequisite: None.

#### NU 800 Project Development

This course is the first of two courses focused on the design and preparation for a DNP project that is focused on improving clinical practice<sup>1</sup>. In this course students will review the expectations for a DNP project, examine completed DNP projects, identify a clinical problem and describe the focus and context of their project, assemble their project committee, and create a project prospectus. Semester Credit Hours: 1.00 Contact Hours: 15/0/0/15 Prerequisite: NU 700 Knowledge for Nursing Practice. Corequisite: NU 710 Improvement Science and NU 760 Scholarship for Nursing Practice.

#### NU 810 Project Management

This course is the second of two courses focused on the design and preparation for a DNP project that is focused on improving clinical practice<sup>1</sup>. In this course students will review their prospectus and develop a project protocol and timeline, estimate project financial and other costs, secure required permissions such as clinical contracts and/or IRB approval, and complete preparation to implement their project. Semester Credit Hours: 1.00 Contact Hours: 15/0/0/15 Prerequisite: NU 800 Project Development. Corequisite: None.

#### NU 820 Project Residency I

This course is the first of a three-course residency series which supports the implementation, management, completion, and dissemination of a DNP project focused on improving clinical practice. In this first course students will work with their Chair and Committee to initiate their project. Semester Credit Hours: 2.00 Contact Hours: 0/0/90/90 Prerequisite: NU 810 Project Management. Corequisite: None.

#### NU 830 Project Residency II

This course is the second of a three-course residency series which supports the implementation, management, completion, and dissemination of a DNP project focused on improving clinical practice. In this second course students will continue to work with their Chair and Committee on the implementation and evaluation of their project. Semester Credit Hours: 2.00 Contact Hours: 0/0/90/90 Prerequisite: NU 820 Project Residency I. Corequisite: None.

#### NU 840 Project Residency III

This course is the third of a three-course series which supports the implementation, management, completion, and dissemination of a DNP project focused on improving clinical practice. In this third course students will complete the implementation and evaluation of their project, present their project results, and prepare a written deliverable of their project. Semester Credit Hours: 2.00 Contact Hours: 0/0/90/90 Prerequisite: NU 830 Project Residency II. Corequisite: None.

- **ADDENDUM, effective June 13, 2022, the following online Doctor of Nursing Practice admissions requirements are added to the Admissions Information under Special Nursing Program Requirements for Admission.**

### Doctor of Nursing Practice Requirements

Applicants must meet all the following criteria:

- Successful completion of an MSN program with a Cumulative Grade Point Average (CGPA) of 3.00 or higher
  - MSN must be an ACEN, CCNE, or NLN accredited program
  - MSN must include advanced nursing practice specialty or advanced practice nursing role or completion of PMC in advance practice nursing specialty or role
- May not have failed from previous doctoral program
- Unencumbered RN license

Students who meet the requirements listed above, must also provide the following documentation:

- Current curriculum vitae (CV)
  - Background/clinical compliance check
- **ADDENDUM, effective May 19, 2022.** Herzing University, in an online learning modality through association with the main campus in Madison, Wisconsin, has begun enrolling in the Master of Social Work program for the September 7, 2022 class start.

## Official Program Outline



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## MASTER OF SOCIAL WORK

### PROGRAM DESCRIPTION

The Master of Social Work program prepares students to provide professional clinical social work services in the areas of mental health; medical social work; and children, families, and aging services. The curriculum includes online courses and hands-on clinical field practicums within community agencies. Students are prepared to be culturally informed clinical practitioners, to conduct multi-dimensional assessments, and to provide specialized, evidence-based practice interventions with individuals, families and groups. The program prepares clinical social workers to advocate for populations experiencing oppression and discrimination by critically examining systems, developing and changing policies, advocating for social justice, and increasing access to services in their specialization areas. The program promotes clinical social work excellence through emphasizing lifelong learning, professional development, service, networking, and adherence to the National Association of Social Workers (NASW) Code of Ethics.

The program has three specialization options for students to take specialized courses and complete an advanced field practicum in the areas of: Mental Health; Medical Social Work; and Children, Families and Aging Services.

### PROGRAM OUTCOMES:

Upon completion of their program, the student should be able to:

1. Demonstrate Ethical and Professional Behavior
2. Engage Diversity and Difference in Practice
3. Advance Human Rights and Social, Economic, and Environmental Justice
4. Engage in Practice-informed Research and Research-informed Practice
5. Engage in Policy Practice
6. Engage with Individuals, Families, Groups, Organizations, and Communities
7. Assess Individuals, Families, Groups, Organizations, and Communities
8. Intervene with Individuals, Families, Groups, Organizations, and Communities
9. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

### POTENTIAL OCCUPATIONAL TITLES

Potential occupational titles for this program include, but are not limited to, Adoption Social Worker, Adult Protective Services Worker, Behavioral Health Therapist, Case Manager, Case Worker Supervisor, Child Protective Services Supervisor (CPS Social Worker), Clinical Social Worker, Clinical Supervisor, Disaster Response Social Worker, Domestic Violence Advocate, Family Protection Specialist, Family Resource Coordinator, Family Service Worker, Forensic Social Worker, Foster Care Social Worker, Home Health & Hospice Social Worker, Gerontology Social Worker, Hospice Social Worker, Medical Social Worker, Mental Health Social Worker, Oncology Social Worker, Pediatric Social Worker, Psychiatric Social Worker, Psychosocial Coordinator, Residential Therapist, Residential Treatment Coordinator, School Social Worker, Social Work Case Manager, Social Worker, Substance Use Disorder Clinician, Suicide Prevention Specialist, Therapist, VA Social Worker, Victim Advocate, Youth Specialist

Individuals considering the Master of Social Work program should be aware that state certification/ licensure requirements and eligibility to apply for certification/licensure vary from state to state. While certification/licensure is not a requirement for certain



types of jobs, in some states, it may be required for any positions titled ‘Social Worker’ and to refer to yourself as a Social Worker in professional settings.

**PROGRAM CONTENT**

A minimum of 60.00 semester credit hours is required for graduation.

**REQUIRED CORE COURSES**

All courses, 37.00 semester credit hours, are required.

| <b>Course Number</b> | <b>Course Name</b>                                                       | <b>Prerequisites/Corequisites</b>                             | <b>Semester Credit Hours</b> |
|----------------------|--------------------------------------------------------------------------|---------------------------------------------------------------|------------------------------|
| MSW 500              | Human Behavior in the Social Environment I                               | None                                                          | 2.00                         |
| MSW 501              | Human Behavior in the Social Environment II<br>Oppression and Inequality | MSW 500                                                       | 2.00                         |
| MSW 510              | Perspectives in Diversity & Global Society                               | None                                                          | 3.00                         |
| MSW 520              | Generalist Social Work with Individuals/Groups                           | None                                                          | 3.00                         |
| MSW 521              | Generalist Practice with Organizations/Community                         | None                                                          | 3.00                         |
| MSW 530              | Social Work Research Methods and Application                             | None                                                          | 2.00                         |
| MSW 540              | Social Policy and Services                                               | None                                                          | 3.00                         |
| MSW 600              | Advanced Clinical Social Work Theory and Practice                        | Advanced Standing or completion of all 500 level MSW courses. | 3.00                         |
| MSW 610              | Advanced Clinical Social Work Interventions                              | Advanced Standing or completion of all 500 level MSW courses. | 3.00                         |
| MSW 620              | Advanced Psychosocial Assessment and Clinical Diagnosis                  | Advanced Standing or completion of all 500 level MSW courses. | 3.00                         |
| MSW 630              | Advanced Research & Program Evaluation                                   | Advanced Standing or completion of all 500 level MSW courses. | 3.00                         |
| MSW 640              | Advanced Policy: Social Justice and Advocacy                             | Advanced Standing or completion of all 500 level MSW courses. | 3.00                         |
| MSW 650              | Advanced Social Work Seminar                                             | MSW 610, MSW 600, MSW 620, /MSW 655                           | 2.00                         |
| MSW 660              | Capstone Social Work Seminar                                             | /MSW 665                                                      | 2.00                         |

**REQUIRED PROJECT RESIDENCY CORE COURSES**

All courses, 14.00 semester credit hours, are required.

| <b>Course Number</b> | <b>Course Name</b>                      | <b>Prerequisites/Corequisites</b> | <b>Semester Credit Hours</b> |
|----------------------|-----------------------------------------|-----------------------------------|------------------------------|
| MSW 535              | Generalist Field Practicum I            | MSW 500, MSW 510                  | 3.00                         |
| MSW 545              | Generalist Field Practicum II           | MSW 535                           | 3.00                         |
| MSW 655              | Advanced Social Work Field Practicum I  | MSW 610, MSW 600, MSW 620/MSW 650 | 4.00                         |
| MSW 665              | Advanced Social Work Field Practicum II | MSW 655/MSW 660                   | 4.00                         |

**ONE SPECIALIZATION IS REQUIRED**

**9.00 SEMESTER CREDIT HOURS CONSTITUTES A SPECIALIZATION**

**REQUIRED COURSES IN MENTAL HEALTH SOCIAL WORK SPECIALIZATION**

All courses, 9.00 semester credit hours, are required

| Course Number | Course Name                              | Prerequisites/Corequisites                                    | Semester Credit Hours |
|---------------|------------------------------------------|---------------------------------------------------------------|-----------------------|
| MSW 624       | Substance Use Disorders and Treatment    | Advanced Standing or completion of all 500 level MSW courses. | 3.00                  |
| MSW 626       | Trauma Focused Theory and Interventions  | Advanced Standing or completion of all 500 level MSW courses. | 3.00                  |
| MSW 628       | Mental Health Services and Interventions | Advanced Standing or completion of all 500 level MSW courses. | 3.00                  |

#### REQUIRED COURSES IN MEDICAL SOCIAL WORK SPECIALIZATION

All courses, 9.00 semester credit hours, are required

| Course Number | Course Name                                    | Prerequisites/Corequisites                                    | Semester Credit Hours |
|---------------|------------------------------------------------|---------------------------------------------------------------|-----------------------|
| MSW 622       | Medical Social Work Services and Interventions | Advanced Standing or completion of all 500 level MSW courses. | 3.00                  |
| MSW 636       | Community Health and Prevention                | Advanced Standing or completion of all 500 level MSW courses. | 3.00                  |
| MSW 624       | Substance Use Disorders and Treatment          | Advanced Standing or completion of all 500 level MSW courses. | 3.00                  |
|               | OR                                             |                                                               |                       |
| MSW 632       | Gerontology Services and Interventions         | Advanced Standing or completion of all 500 level MSW courses. | 3.00                  |

#### REQUIRED COURSES IN CHILDREN, FAMILIES, AND AGING SERVICES SPECIALIZATION

All courses, 9.00 semester credit hours, are required

| Course Number | Course Name                                       | Prerequisites/Corequisites                                    | Semester Credit Hours |
|---------------|---------------------------------------------------|---------------------------------------------------------------|-----------------------|
| MSW 638       | Advanced Child Welfare Services and Interventions | Advanced Standing or completion of all 500 level MSW courses. | 3.00                  |
| MSW 634       | Clinical Practice with Families                   | Advanced Standing or completion of all 500 level MSW courses. | 3.00                  |
| MSW 632       | Gerontology Services and Interventions            | Advanced Standing or completion of all 500 level MSW courses. | 3.00                  |

#### COURSE DESCRIPTIONS

##### MSW 500 - Human Behavior in the Social Environment I

This course examines theories of human development over the lifespan from birth through end of life. Theories include PIE environmental theory, psychological, social, and biological theories that affect the person throughout their development. Semester Credit Hours: 2.00 Contact Hours: 30/0/0/30 Prerequisite: None. Corequisite: None.

##### MSW 501 - Human Behavior in the Social Environment II Oppression and Inequality

This course examines additional theories of development with a macro focus. The impact of race, religion, poverty, trauma, oppression, and inequality will be examined as it applies throughout the lifespan. Students will learn other multidisciplinary theoretical frameworks specific to other aspects of development to engage with clients and constituencies. Students will learn how empowerment practice, social justice and advocacy impact health and optimal growth and development. Semester Credit Hours: 2.00 Contact Hours: 30/0/0/30 Prerequisite: MSW 500 Human Behavior in the Social Environment I. Corequisite: None.

##### MSW 510 - Perspectives on Diversity & Global Society

This course focuses on working with individuals and groups. The course will focus on diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels. Students will demonstrate self-awareness, cultural humility, and reflective practice to manage the influence of personal biases and values in working with diverse clients and constituencies. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: None. Corequisite: None.

#### MSW 520 - Generalist Social Work with Individuals/Families/ Groups

The course will focus on multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies. Students will learn to use empowerment-based practice strategies to develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies. Students will identify and utilize appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of diverse clients and constituencies to engage in the problem-solving process. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: None. Corequisite: None.

#### MSW 521 - Generalist Practice with Organizations/Community

This course focuses on direct social work theories and interventions for groups and communities. Covers ways in which clinical supervision and management impact direct services to clients and are related to effective client outcomes. Emphasis on professional NASW Code of Ethics and professional ethics in macro practice as it dynamically interfaces with micro and mezzo social work clinical practices. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: None. Corequisite: None.

#### MSW 530 - Research Methods and Application

This foundational research course teaches students to be critical consumers of research articles by introducing basic research design, methodology, and analysis. Students will demonstrate the ability to use practice experience and theory to inform scientific inquiry and research; use single case design to examine clinical intervention efficacy, applies critical thinking to analysis research findings and use research evidence to inform and improve practice, policy, service delivery and program evaluation. Semester Credit Hours: 2.00 Contact Hours: 30/0/0/30 Prerequisite: None. Corequisite: None.

#### MSW 535 - Generalist Field Practicum I

This course is the first of two generalist field practicum courses where students practice each of the 9 Council on Social Work Education competencies in an agency under the supervision of an approved MSW field instructor. Students will work with clients in an agency for 200 contact hours to earn clinical experience in a social work role. Students will have online journal and discussion board assignments in conjunction with their field practicum to discuss the integration of classroom curriculum and field education. Topics include application of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, evidence-based practice, cultural awareness and humility, and social work theory. Students will use reflection and self-regulation to manage personal values and maintain professional boundaries in practice situations. Students will be monitored throughout the field experience including formal evaluation of competency proficiency at the mid-term and final stages of the practicum. Semester Credit Hours: 3.00 Contact Hours: 0/0/200/200 Prerequisite: MSW 500 Human Behavior in the Social Environment I and MSW 510 Perspectives in Diversity & Global Society. Corequisite: None.

#### MSW 540 - Social Policy and Services

This course examines federal state and local policy and services and the impact on social work practice and services. Students will learn the importance of policy and programs on desired outcome goals with clients served. Students will learn theories of policy analysis, policy advocacy skills, and policy development. The class will cover the historical foundations of major social policies dealing with poverty, safety, children, aging, veterans, education, medical, mental health and juvenile and criminal justice. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: None. Corequisite: None.

#### MSW 545 - Generalist Field Practicum II

This course is the culmination of the social work generalist practicum courses and allows students to continue to practice / perform practice behaviors to demonstrate each of the 9 Council on Social Work Education competencies in an agency under the supervision of an MSW approved field instructor. Students will continue to work in an agency for 200 contact hours to earn clinical experience in a social work role. Students will continue to utilize the online journal and discussion board assignments in conjunction with their field practicum to discuss the integration of classroom curriculum and field education. Students will be monitored throughout the field experience with formal evaluation at midterm and at the conclusion of the semester. Semester Credit Hours: 3.00 Contact Hours: 0/0/200/200 Prerequisite: MSW 535 Generalist Field Practicum I. Corequisite: None.

#### MSW 600 - Advanced Clinical Social Work Theory and Practice

This course focuses on evidence-based practice theories of intervention with individuals, groups and communities. Systems theory, person in environment, trauma informed theory, crisis theory, grief, human behavior over the lifespan and human diversity are emphasized. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 610 - Advanced Clinical Social Work Interventions

This course focuses on specific clinical interventions that are evidence based and effective. Effective interventions including trauma informed care/treatment, motivational interviewing, task oriented, cognitive behavioral, EMDR overview, rational

emotive therapy, family therapy, interventions will be explored. Students will demonstrate application through case studies and analysis. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 620 - Advanced Psychosocial Assessment and Clinical Diagnosis

This course focuses on understanding psychopathology, behavioral health assessment, and diagnosis across the lifespan using the DSM-V. Symptoms, risk factors, protective factors and interventions are explored. The process of psychosocial assessment, use of screening tools including; mental status exams, depression and anxiety screening tools, differential diagnosis, multi-axial assessment are covered. Additional emphasis on trauma, diversity and emphasis on how social work must use empowerment practice with medical model diagnosis as a tool for psychosocial assessment of clients' needs and goals. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 622 - Medical Social Work Clinical Practice

Course description: this course focuses on social work practice in medical settings with clients and their families who are experiencing significant health challenges across the lifespan. Medical terminology, roles, organizations, case management, theories of intervention and resource development are explored. Healthcare policies across the lifespan including Medicaid and Medicare. The role of social work in prevention framework and client health education, bereavement, grief therapy, and end of life care will be covered. Public health and community policies are explored. Private healthcare, nursing homes, hospice, managed care policies and impact on services also are covered. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 624 - Substance Use Disorders and Treatment

Course description: this course focuses on a wide range of substance use and other addictive disorders and interventions. The impact of substance use, interventions and relapse prevention strategies are a focus. Evidence based interventions such as current treatments for substance use disorders and addictive behaviors including therapy and medication treatment are explored. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 626 - Trauma Focused Theory and Interventions

Course description: this course focuses on evidence- based trauma effective trauma interventions for people throughout their lifetime. Examination of the efficacy of various therapies, policies and practices through a trauma informed lens. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 628 - Mental Health Services and Clinical Interventions

The role of social work within the mental and health systems will be explored. The role of social work with lobbyists to pursue desired policy/ program access for desired outcomes for clients served. Students will also learn how mental health policy impacts their clinical social work interventions with clients. This class will also cover access to services including Medicaid, Medicare, private insurance coverage, telehealth resources, client access to needed services, confidentiality and privacy issues related to mental health. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 630 - Advanced Research & Evaluation

Quantitative and qualitative research methods will be utilized to gain new understanding of social problems. Students will use critical analysis and recommendations for future research based on existing literature. Students will demonstrate the ability to determine outcome/dependent variable and construct a program design and instrumentation to evaluate effective interventions. Methods of program evaluation, data analysis and summary, and qualitative case studies will also be explored. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 632 - Gerontology Services and Clinical Interventions

This class covers aspects of aging both in place and in supportive care settings. The impact of social policy and social work advocacy will be addressed. Topics covered will include Medicare, Medicaid, end of life polices, advanced directives, power of attorney, nursing home equity, home health access, hospice services, social security, and disability insurance. students will gain advanced knowledge of evidence-based clinical practices in working with clients in later adulthood. In addition, MSW clinical social work students will be able to apply appropriate types of biopsychosocial, spiritual and cultural factors to understand best practice methods to promote client engagement. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 634 - Clinical Practice with Families

This course covers theory and strategies of family therapy and interventions. Diversity in family constellations, family life stages, communication, relationships, divorce, mediation, adoption, and multigenerational families are topics covered. Students will learn strategies in family engagement, assessment, interventions and evaluation. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 636 - Community Health, Prevention and Clinical Interventions

This course focuses on community health strategies, and efforts of prevention, interventions and improving physical and mental wellbeing. Topics also include reducing social isolation, policy efforts and community engagement. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 638 - Advanced Child Welfare Services and Clinical Interventions

This course explores the child welfare system, policies, and programs to provide protection for children and families. Topics include foster care, permanency planning, adoption policies and laws, mandated reporting, abuse prevention. This course also covers the juvenile justice and family court systems. Emphasis on the role of risk and protective factors related to desired clients' outcomes will be emphasized. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 640 - Advanced Policy: Social Justice Advocacy

This class focuses on advancing human rights and social, economic, and environmental justice and will demonstrate the impact of social policies on desired client outcomes. Students will apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels. Students will gain a deeper understanding of social work role in advocating for policy changes in their specialization areas, in addition to understanding political processes related to access and program funding and increase access to services and resources. TANF, SSI, Medicaid, Medicare, private insurance coverage, telehealth policies, confidentiality and privacy issues related to mental healthcare are some of the major topics this course will cover. Semester Credit Hours: 3.00 Contact Hours: 45/0/0/45 Prerequisite: Advanced standing or completion of all 500 level MSW courses. Corequisite: None.

#### MSW 650 - Advanced Social Work Seminar

This course enhances the student's experience in their specialized field practicum and offers additional guidance on the integration of the NASW Code of Ethics into direct work with clients, policies that influence practice in the field agencies, and social work clinical interventions. The role of MSW supervision and preparation for professional practice, cultural humility, self-care and reflective practice will all be emphasized. Integrating knowledge, values, and skills from the curriculum with the field experience is a key focus. Students will use journals, case presentations, process recordings, and presentations to demonstrate the integration of the knowledge, values, skills, cognitive and affective processes. Semester Credit Hours: 2.00 Contact Hours: 30/0/0/30 Prerequisite: MSW 600 Advanced Clinical Social Work Theory and Practice, MSW 610 Advanced Clinical Social Work Interventions, MSW 620 Advanced Psychosocial Assessment and Clinical Diagnosis. Corequisite: MSW 655 Advanced Social Work Field Practicum I.

#### MSW 655 - Advanced Social Work Field Practicum I

This is the first of two courses in the advanced field practicum experience where students will practice all 9 Council on Social Work Education competencies through 250 contact hours of direct work with clients under the supervision of an approved field MSW field instructor. Students integrate the knowledge, values, skills, cognitive and affective processes learned through their specialization coursework into their direct practice with clients in an organization their communities. Students will work in conjunction with their field instructor and program faculty to create a specific learning plan with practice behaviors and learning activities that allow the student to demonstrate proficiency in all 9 Council on Social Work Education competencies. Student progress will be monitored throughout the semester, with formal evaluation at midterm and at the end of the semester. Semester Credit Hours: 4.00 Contact Hours: 0/0/250/250 Prerequisite: MSW 600 Advanced Clinical Social Work Theory and Practice, MSW 610 Advanced Clinical Social Work Interventions, MSW 620 Advanced Psychosocial Assessment and Clinical Diagnosis. Corequisite: MSW 650 Advanced Social Work Seminar.

#### MSW 660 - Capstone Social Work Seminar

This course is the final capstone seminar course where students integrate evidence-based practice, theories, the NASW Code of Ethics, policies that influence practice in the field agencies and specialized social work interventions. Integrating knowledge, values, and skills from the curriculum with the field experience is a key focus. The role of MSW supervision and preparation for independent practice, cultural humility, self-care, reflective practice, professional networking and membership, and licensure will all be explored. Students will create a digital portfolio with evidence to support their demonstration of each of the 9 competencies in their specialization areas. Semester Credit Hours: 2.00 Contact Hours: 30/0/0/30 Prerequisite: None. Corequisite: MSW 665 Advanced Social Work Field Practicum II.

#### MSW 665 - Advanced Social Work Field Practicum II

This is the final field experience course where students demonstrate proficiency of all 9 competencies through 250 contact hours of direct work with clients within an organization in their specialization areas. The student will continue to be supervised by a master's level clinical social worker and will demonstrate proficiency of each of the 9 competencies and specialized practice behaviors through working on specific tasks in their learning plan. Students will work in conjunction with their field instructor and program faculty to create a specific learning plan with practice behaviors and learning tasks that allow the student to master all 9 competencies. This course is the culmination of the advanced clinical coursework including theory, research, policy, specialization knowledge, values and skills and professional clinical practice. Semester Credit Hours: 4.00 Contact Hours: 0/0/250/250 Prerequisite: MSW 655 Advanced Social Work Field Practicum I. Corequisite: MSW 660 Capstone Social Work Seminar.

- **ADDENDUM, effective May 19, 2022, the following online Master of Social Work admissions requirements are added to the Admissions Information under Special Master of Social Work Program Requirements for Admission.**

Regular admission into graduate studies at Herzing University will be based on the following University criteria:

1. *Prior Degree Requirement for Master's Degrees:* Prospective graduate students must have completed a bachelor's or graduate degree from a college or university accredited by an agency recognized by the U.S. Department of Education or have completed a three- or four-year bachelor's degree at a foreign college or university recognized as equivalent to a U.S. bachelor's degree by an approved foreign credential evaluator.
2. *Program Grade Point Average: (PGPA):*
  - A. Prospective graduate students in the Social Work program must have achieved an undergraduate GPA of 3.0.
3. *Submit complete graduate application packet including personal essays, letters of recommendation and agreement to adhere to the National Association of Social Workers (NASW) Code of Ethics.*
4. *Interview:* Prospective graduate students must complete an interview with the graduate program chair, designee, or a Herzing University admissions representative.

**Admission to the Master of Social Work program will be based on the following criteria, in addition to the above University standards:**

A committee comprised of faculty in the social work program will review the applications and evaluate the essays and letters of recommendations to ensure that students meet the eligibility requirements. More information about this process is explained below:

**The requirements for admission to the two-year program are:**

- Non-social work baccalaureate degree from a college or university accredited by an agency recognized by the US Department of Education;
- 3.0 cumulative GPA in baccalaureate degree;
- Completed application;
- Transcript from baccalaureate degree program;
- Three letters of recommendation from prior professors, supervisors, and a social worker if possible, including an evaluation of the applicant's critical thinking skills, time management, honesty, dependability, values, appreciation of diversity, commitment to social justice (no letters from family will be accepted); and
- Original essay responses to each of the prompts below; essays are required to:
  - use single spacing;
  - use a 12-point font;
  - consist of one page, though it may be longer; and

- use APA format when citing any outside sources.

**Prompts:**

1. Master's level social work addresses a variety of social problems and issues. Describe why you would like to earn a Master of Social Work degree. What specific populations do you want to work with and why? Describe the specific social problems you most want to understand and provide your rationale. How does this relate to the specialization to which you are applying? Cite empirical evidence, if necessary, using APA format.
2. Read the [National Association of Social Work \(NASW\) Code of Ethics](#) and describe how your personal values align with the values of the profession. Discuss how the Code of Ethics provides a framework for professional social workers.
3. Describe how your education and experiences have prepared you to be successful in a graduate program. You may wish to address time management skills, social support, and self-care practices which may help you to be successful as a graduate student.
4. Social work has a commitment to addressing social injustice. Discuss an experience or situation in which you were compelled to advocate for change. How do you envision advocating, in your career as a social worker, for people experiencing injustice?

**One-year track (Advanced standing) additional essay prompt:**

5. Describe the most important things that you learned in your BSW field placement. Identify the most challenging part of the experience for you? What did you learn about yourself as a helper? What knowledge, values, skills, and cognitive/affective processes do you need to enhance or extend to develop your advanced social work practice?

Student applications will be evaluated as they are submitted. The prompts will be evaluated on a scale of 1-5 utilizing a standard rubric for a total possible score of 20 points for students in the two-year track and a total possible score of 25 points for the one-year track.

Letters of recommendation are rated on a scale of 5 = excellent, 3 = acceptable, and 1 = poor for a total possible score of 15 points.

A minimum of 21 points is required for admission into the two-year track. A minimum of 23 points is required for admission into the one-year track.

Students may be accepted into the Master of Social Work program, placed on a waiting list, or denied admission.