

# NURSING MANAGEMENT, CERTIFICATE

Requirements for an undergraduate certificate may be completed at any campus location offering the specified courses for the certificate.

## Program Description

The Nursing Management Certificate Program includes a series of four three-credit courses designed to enhance the career opportunities for currently licensed R.N.s who are working in nursing. This program is designed for registered nurses who have, or aspire to hold, entry level nurse manager positions. The program will enrich participants' knowledge of basic health care organizations and administration; collection, analysis and management of nursing data; concepts and techniques for managing nursing personnel; and concepts and techniques for enhancing nursing managerial behaviors. Courses are aligned with the core curriculum and competencies for nurse managers, developed by the American Organization of Nurse Executives.

## What is Nursing Management?

In all healthcare facilities, there is demand for dedicated and experienced nurse leaders to competently manage employees, collaborate with other healthcare managers and make higher-level decisions for the betterment of the organization. Nursing managers must build and retain a quality staff, maintain a budget and ensure excellent patient care while supervising day-to-day operations. Additionally, effective nurse managers and supervisors must motivate and lead their staff through continual healthcare changes to meet the needs of various stakeholders which include clients, insurance companies and upper-level healthcare administration. Penn State's Nursing Management Certificate is designed to equip nurses to advance into these roles by expanding their knowledge of management theories and styles, healthcare organizational structure, human resources, information systems and current issues.

## You Might Like This Program If...

The Nursing Management Certificate may be for you if you are interested in pursuing a supervisory role in the healthcare field or are already working in a supervisory role and want to improve your management skills and better understand the structure of healthcare organizations and administration. Enrollment in this certificate allows Nursing students to gain an additional area of concentration while pursuing their degree.

## Program Requirements

To earn an undergraduate certificate in Nursing Management, a minimum of 12 credits is required.

Code	Title	Credits
<b>Prescribed Courses</b>		
NURS 430	Organization and Administration for the Nurse Manager	3
NURS 431	Data Management for Nurse Managers	3
NURS 432	Nursing Management of Human Resources	3
NURS 433	Seminar for Nurse Managers	3

Prerequisites Required.

## Certificate Learning Objectives

- **Analysis: Staffing:** Analyze the role of the nurse manager to effectively staff for the delivery of patient care.
- **Content Knowledge: Evaluation Measures:** Describe the utilization of efficiency and productivity measures to evaluate the costs of delivering care.
- **Content Knowledge: Roles and Responsibilities of NM:** Discuss the role and responsibilities of nurse managers.
- **Professional: Analyze Issues and Trends:** Analyze issues and trends that will affect the future of nursing management.

## Academic Advising

The objectives of the university's academic advising program are to help advisees identify and achieve their academic goals, to promote their intellectual discovery, and to encourage students to take advantage of both in-and out-of class educational opportunities in order that they become self-directed learners and decision makers.

Both advisers and advisees share responsibility for making the advising relationship succeed. By encouraging their advisees to become engaged in their education, to meet their educational goals, and to develop the habit of learning, advisers assume a significant educational role. The advisee's unit of enrollment will provide each advisee with a primary academic adviser, the information needed to plan the chosen program of study, and referrals to other specialized resources.

READ SENATE POLICY 32-00: ADVISING POLICY (<https://senate.psu.edu/policies-and-rules-for-undergraduate-students/32-00-advising-policy/>)

## University Park

**Student Success Center  
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109 Nursing Sciences Building  
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## World Campus

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## Career Paths

With the demand for nurse leaders in all levels of healthcare, professionals with focused training and experience in Nursing Management are increasingly essential to their organizations. Nurses with an interest in management have many opportunities to advance into

leadership positions within an organization, such as department manager, health services manager, nursing manager, or clinical coordinator.

## Opportunities for Graduate Studies

Baccalaureate-educated Nurses wanting to further specialize in management may consider pursuing a post-baccalaureate certificate, or a master's or doctoral degree with a concentration in healthcare leadership. Professionals with graduate-level education in healthcare administration might explore job advancement opportunities as senior administrators within a variety of healthcare organizations. Penn State offers several graduate options for B.S.N.-educated nurses, including the M.S.N. with Nurse Administrator Option, Doctor of Nursing Practice (D.N.P.) and Ph.D. degree programs, and the graduate Nursing Administrator Certificate Program.

## Professional Resources

- Pennsylvania of Nurse Leaders (<https://www.ponl.net>)
- American Organization for Nursing Leadership (<https://www.aonl.org>)

## Contact

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STUDENT SUCCESS CENTER  
UNDERGRADUATE ADVISING  
109 Nursing Sciences Building  
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<https://www.nursing.psu.edu/undergraduate-certificates/>

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<https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-nursing-management-undergraduate-certificate> (<https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-nursing-management-undergraduate-certificate/>)

### Schuylkill

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