



# MASTER OF ARTS IN NURSING

## TABLE OF CONTENTS

Welcome .....	1
Transcultural Nursing in Community .....	2
Transformational Leadership and Management .....	3
Thesis or Graduate Project .....	4
Practica .....	5
Study Abroad Opportunities .....	5
Course Descriptions .....	6
Admissions Requirements and Procedures .....	10
International Applicants .....	11
Academic Policies .....	12
Fee and Payment Information .....	15
Financial Aid .....	17
About Augsburg .....	19
MA Nursing Faculty .....	20
Campus Maps .....	back cover



**AUGSBURG** Transforming Education  
COLLEGE

MASTER OF ARTS IN NURSING  
Campus Box 65  
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Minneapolis, MN 55454

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# WELCOME TO THE AUGSBURG COLLEGE

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## NURSING DEPARTMENT



We are proud of the opportunities, the diversity of experiences and the breadth of transcultural nursing knowledge you will encounter in the Master of Arts in Nursing program at Augsburg College. You will find faculty and staff available and eager to assist you in expanding your nursing practice and advancing your career while we explore together our understanding of what it means to live and practice nursing in a global society.

Students entering the Master of Arts in Nursing come from diverse cultural, educational, and experiential backgrounds. While some master's degree candidates enter directly from college, others are making mid-life career changes, and some are returning to college after raising a family. The career options in nursing are more variable and more rewarding than ever before.

As our population ages and becomes increasingly diverse, nurses are challenged to respond with creativity and competence. The master's program prepares nurses for leadership across care settings, population groups, cultures, and care systems, with particular emphasis on addressing global and local health inequities. Graduates of our master's program are practicing in acute care, community and public health, nursing education, nursing administration, and in emerging care settings that are responsive to the needs of culturally diverse and underserved populations. Many of our graduates have created innovative practice and educational models that demonstrate interdisciplinary leadership and economically feasible solutions to health inequities within communities.

Our curriculum invites persons into one of two tracks of study: Transcultural Nursing in Community or Transformational Nursing Leadership and Management. Both tracks encourage students to apply for advanced nursing certification through the American Nurses Credentialing Center (ANCC) or the Transcultural Nursing Society (TCNS). Students certified in Advanced Community Health Nursing are eligible to apply for Clinical Nurse Specialist (CNS) status through the Minnesota Board of Nursing. Courses are offered at the Augsburg campuses in Minneapolis and Rochester, Minnesota, and the program is fully accredited by the Commission on Collegiate Nursing Education (CCNE).

With its emphasis on nursing science and the liberal arts, the Master of Arts in Nursing fosters the development of values and skills essential for transcultural nursing leadership in contemporary society. Faculty and staff at Augsburg are receptive and committed to our students and to an educational process that equips you to transform your unique gifts and interests into personal and professional service in the world.

Sincerely,

A handwritten signature in cursive script that reads "Cheryl Leuning".

Cheryl Leuning, Ph.D.  
Professor and Chair  
Department of Nursing

### Master of Arts in Nursing Mission

Within the framework of a Christian liberal arts education, the Master of Arts in Nursing program is designed to prepare nurses for transformational leadership and transcultural practice across care settings, with particular emphasis on addressing health inequities.

# TRANSCULTURAL NURSING IN COMMUNITY

The Transcultural Nursing in Community track in the Master of Arts in Nursing program was designed to prepare nurses for advanced population-focused practice in culturally diverse communities. The curriculum is grounded in nursing science, public health principles, theory-guided practice, and transcultural care. The program of study focuses on reaching populations that are underserved by traditional care systems and who exist outside of the social mainstream. As such, the program provides rich alternative teaching and learning opportunities for graduate students locally and internationally. This program prepares nurses to apply for certification in Transcultural Nursing through the International Transcultural Nursing Society. Also, graduates of this track of the master's program will be eligible to apply to take the American Nurses Credentialing Center (ANCC) certification exam in Advanced Community Health Nursing.

Students will take a total of 10 courses, plus a thesis or graduate project. Three courses form the Advanced Nursing Core, which all Master of Arts in Nursing students must take, and five additional courses make up the Transcultural Nursing in Community Track.

## **ADVANCED NURSING CORE (THREE COURSES)**

- NUR 505 Theoretical Foundations for Advanced Nursing Practice
- NUR 520 Research Methods in Nursing
- NUR 523 Theory, Research, and Practice Seminar

## **TRANSCULTURAL NURSING IN COMMUNITY TRACK (FIVE COURSES)**

- NUR 500 Transcultural Health Care
- NUR 503 Transcultural Health, Families, and the Life Cycle
- NUR 515 Managing Nursing Effectiveness within Care Systems **OR**
- NUR 541 The Politics of Health Care

## **Two of the following courses: \***

- NUR 510 Advanced Community Health Nursing I
- NUR 511 Advanced Community Health Nursing II
- NUR 530 The Power of Ritual and Ceremony for Transformation
- NUR 532 Transcultural Healing Practices

## **ELECTIVES - Students choose two of the following graduate electives: (TWO COURSES)**

- ECO 520 Economics of Health Care in a Global Community
- ML 510 Visions of Leadership
- ML 511 Creativity and the Problem-Solving Process
- ML 530 Ethics in Communication
- ML 531 The Dynamics of Change
- ML 560 Developing a Multicultural Perspective Investigation of Multicultural Issues
- NUR 506 Nursing Leadership & Management Roles I \*\*
- NUR 507 Nursing Leadership & Management Roles II \*\*
- NUR 530 The Power of Ritual and Ceremony for Transformation
- NUR 532 Transcultural Healing Practices

## **THESIS OR GRADUATE PROJECT - Students are required to complete either a thesis or a graduate project: (ONE COURSE)**

- NUR 525 Graduate Field Project
- NUR 535 Integrative Master's Thesis

*\*Students seeking certification in Advanced Community Health Nursing from the American Nurses Credentialing Center (ANCC) must complete 500 hours of clinical practicum work and select NUR 510 and NUR 511; students seeking certification from the International Transcultural Nursing Society may select NUR 530 and NUR 532. Clinical practicum hours are integrated into several courses in the curriculum.*

*\*\*Augsburg College grants graduate credit for participation in the Nursing Leadership Academy (NLA) workshops provided through hospitals and healthcare systems. The credit can be applied to the Master of Arts in Nursing degree.*



# TRANSFORMATIONAL LEADERSHIP AND MANAGEMENT

The Transformational Leadership and Management track unites the liberal arts with nursing science and practice. This track is designed to develop nurse leaders who are analytical, articulate, and constructively critical and who will be able to cope with high-level healthcare delivery issues. Curricular emphasis is on interdisciplinary collaboration across care settings. Participation in nursing leadership practica and classroom dialogue provides opportunities for students to apply knowledge and gain experience partnering with diverse care providers, populations, and communities to address health inequities in creative and relevant ways. Specialty electives build on students' competencies and goals. Courses are offered by the Department of Nursing faculty as well as faculty teaching in the Master of Arts in Leadership and Master of Business Administration programs.

Students will take a total of 10 courses, plus a thesis or graduate project. Three courses form the Advanced Nursing Core, which all Master of Arts in Nursing students must take, and five additional courses make up the Transformational Leadership and Management Track.

## **ADVANCED NURSING CORE (THREE COURSES)**

- NUR 505 Theoretical Foundations for Advanced Nursing Practice
- NUR 520 Research Methods in Nursing
- NUR 523 Theory, Research, and Practice Seminar

## **TRANSFORMATIONAL NURSING LEADERSHIP TRACK (FIVE COURSES) \***

- NUR 500 Transcultural Health Care
- NUR 521 Transformational Nursing Leadership
- BUS 520 Management of the Healthcare Organization

### **Two of the following courses:**

- ML 511 Creativity and the Problem-Solving Process
- ML 527 Spirituality and Leadership in the Workplace
- ML 535 Organizational Theory and Leadership
- ML 565 Women and Leadership

## **ELECTIVES - Students choose two of the following graduate electives: (TWO COURSES)**

- ECO 520 Economics of Health Care in a Global Community
- ML 510 Visions of Leadership
- ML 511 Creativity and the Problem-Solving Process
- ML 530 Ethics in Communication
- ML 531 The Dynamics of Change
- ML 560 Developing a Multicultural Perspective Investigation of Multicultural Issues
- NUR 506 Nursing Leadership & Management Roles I \*\*
- NUR 507 Nursing Leadership & Management Roles II \*\*
- NUR 530 The Power of Ritual and Ceremony for Transformation
- NUR 532 Transcultural Healing Practices

## **THESIS OR GRADUATE PROJECT - Students are required to complete either a thesis or a graduate project: (ONE COURSE)**

- NUR 525 Graduate Field Project
- NUR 535 Integrative Master's Thesis

*\*The Transformational Leadership and Management track provides the academic background to apply for certification in Advanced Nursing Administration from the American Nurses Credentialing Center (ANCC).*

*\*\*Augsburg College grants graduate credit for participation in the Nursing Leadership Academy (NLA) workshops provided through hospitals and healthcare systems. The credit can be applied to the Master of Arts in Nursing degree.*

# THESIS OR GRADUATE PROJECT

Students have two options for fulfilling their Master of Arts in Nursing final project, which serves as the capstone of the master's program: a graduate field project, or an integrative master's thesis.

The Graduate Field Project, NUR 525, is based on a self-selected issue relevant to transcultural community health nursing, or nursing leadership. The student will focus primarily on the application and integration of knowledge. Working with an adviser, the student will design and/or implement and evaluate a model of advanced practice nursing applied to solving a transcultural problem related to health inequities in a selected community, or a nursing leadership issue.

The integrative thesis option, NUR 535, expands upon and/or extends theoretical foundations or concepts identified in transcultural nursing, community health nursing, and/or nursing leadership literature. The thesis project demonstrates the student's ability to do independent research involving the exposition of primary and secondary literature appropriate to the topic, the collection and analysis of empirical data, and the articulation of implications for advanced practice nursing.

Students register for their final project, with their adviser's permission, near the end of the program. Students must complete all coursework and defend the project within one year after registration. After one year, students must pay a continuation fee of \$350 per term in order to retain student status in the graduate program, including library privileges, AugNet access, and parking privileges.

Please refer to the "Graduate Field Project or Integrative Thesis Procedures and Policies" booklet available in the Nursing Department for additional information.





# PRACTICA

Practice experience is emphasized in both tracks in the Master of Arts in Nursing program. Students who complete the Transcultural Nursing in Community track will have enough practice hours to be eligible to apply to take the certification exam in Advanced Community Health Nursing through the American Nurses Credentialing Center. Practice experience with diverse populations will also provide students with the options to apply to take the certification exam in Transcultural Nursing. In this track students practice in nontraditional settings with persons underserved or excluded from mainstream health care. This practice emphasizes cultural diversity and health inequities across health care settings. Students in the Transformational Leadership and Management track will have practice experience in several courses with preceptors in leadership positions in a variety of care settings.

A unique opportunity offered for practica at Augsburg is provided by the Augsburg Central Nursing Center. The Nursing Center provides services for persons struggling with poverty and homelessness in the city of Minneapolis. People from diverse backgrounds, who have health experiences grounded in wide-ranging cultural contexts, provide many opportunities for students to explore advanced nursing roles and new models and forms of practice.

# STUDY ABROAD OPPORTUNITIES

The Nursing Department works closely with Augsburg's Center for Global Education in developing study abroad opportunities. Currently, four study abroad opportunities exist for student practicum experience.

Annually, students may travel to Namibia in southwest Africa to spend three weeks exploring health and health care challenges within a rapidly developing country. Practical experience with nurses in a variety of care settings, meaningful dialogue with key resource persons, and critical reflection foster personal and professional growth.

There are also week-long practica experiences on the Pine Ridge Indian reservation in South Dakota. In this experience, students live on the reservation and participate with public health nurses providing health services. Students also interact with tribal leaders and experience cultural events relevant to the Lakota people of Pine Ridge.

Week-long experiences are available in Mexico and Guatemala on alternating years. Students explore the relationships of indigenous and Western health care, the connection between social justice and health, and interact with local indigenous healers.

Students may apply these study abroad experiences to the practicum requirements for a variety of courses, including the thesis and graduate field project.



# COURSE DESCRIPTIONS

## **NUR 500**

### **Transcultural Health Care**

This course explores meanings and expressions of health, illness, caring, and healing transculturally. Focus is on understanding and developing professional competence in caring for individuals, families, groups, and communities with diverse cultural backgrounds. Culture is examined as a pervasive, determining “blueprint” for thought and action throughout the human health experience. Patterns of human interaction that foster health and quality of life are analyzed, and health destroying patterns of interaction, e.g., stereotyping, discrimination, and marginalization, are examined and submitted to moral and ethical reflection. (36 hours of practice experience)

## **NUR 503**

### **Transcultural Health, Families, and the Life Cycle**

The major curriculum concepts of individuals, health, nursing, and society are developed further in this course as the function of individuals living in families and in communities is explored. Content about systems, communication, small group, and nursing theories, introduced earlier, is applied to family constellation. The influence of the multigenerational family is examined in terms of culture, belief system, roles, and healthcare patterns, values, and goals. Specific concepts related to values and culture are expanded and applied to the more complex social structures of traditional and nontraditional families as they interact in and with society.

## **NUR 505**

### **Theoretical Foundations for Advanced Nursing Practice**

This course focuses on nursing science and nursing theory as foundational to advanced transcultural nursing practice. Philosophical underpinnings of different theoretical and research traditions in nursing are compared and related to the provision of culturally competent care in diverse communities. Nursing science is emphasized as a process of theory advancement and as an accumulating body of nursing knowledge. (36 hours of practice experience)

## **NUR 510**

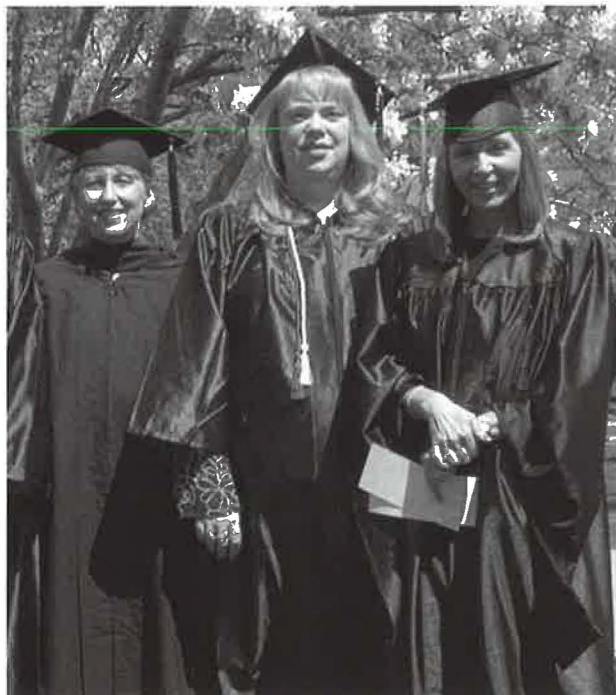
### **Advanced Community Health Nursing I**

This course focuses on persons, families and groups living in relationship. Emphasis is on applying the core functions of community/public health – assessment, policy development and assurance. Principles of epidemiology, population demographics, and culture care are integrated into community-focused health care delivery models. Power structures within dominant social systems are analyzed and critiqued with regard to resource access and distribution among underserved populations. (72 hours of practice experience)

## **NUR 511**

### **Advanced Community Health Nursing II**

Emphasis is on the application of public/community health theory and research in providing health care to populations and communities. Essential public health services are assessed for adequacy in meeting community health needs and addressing health goals. The impact of diversity, privilege, resource limits, and globalization add depth and reality to local and global community health concerns, patterns of health, suffering, and health care provisioning. Prerequisite: NUR 510. (72 hours of practice experience)





### **NUR 515**

#### **Managing Nursing Effectiveness within Care Systems**

In planning and implementing nursing activities, health-care organizations are considered subcultures of society, which entail particular issues of access and utilization for marginalized people. Strategies for negotiating structures of privilege and professional control will be explored. Working with marginalized populations, students will identify and support the agency or persons who are seeking help from these systems. Nursing action will focus on mediating subcultures of clients with the subculture of healthcare systems. Major emphasis will be placed on mutuality with clients in planning actions and evaluating outcomes. (72 hours of practice experience)

### **NUR 520**

#### **Research Methods in Nursing**

Through a combination of literature review, field experience, and class discussion, research methods relevant to the exploration of culture and health will be examined. Class topics will include formulating study questions to explore collective foundations of meaning and explanation in health and illness, practice in data collection procedures of field research, and issues of interpretation and analysis in qualitative research. (pre-requisite: a college-level statistics course)

### **NUR 521**

#### **Transformative Nursing Leadership**

This course emphasizes transformational nursing leadership and management in partnership with diverse groups. Transcultural competence is lifted up as significant to the evolving leadership and planning skills needed in emerging care systems. Opportunities for students to engage in designing relevant models of care delivery are woven into clinical practica. (72 hours of practice experience)

### **NUR 523**

#### **Theory, Research, and Practice Seminar**

Through a combination of literature review and class discussion, conceptual models of nursing will be critiqued for their effectiveness, their relevance, and their substantiation. The conceptualization, investigation, and application of nursing knowledge will be critiqued with particular focus on the contribution to developing practice in transcultural community health care. Through reflection

and dialogue, which includes professional experience of practice contexts, as well as theoretical and research literature, students will formulate a transcultural nursing model of care. (72 hours of practice experience)

### **NUR 525**

#### **Graduate Field Project**

This course focuses on the application and integration of knowledge to a student-selected issue or topic of concern relevant to transcultural nursing, community health nursing, and/or transformational nursing leadership. Working with a nursing faculty adviser, students design and/or implement and evaluate a theory-based model of advanced practice nursing. Relevant coursework is integrated into the project and the final written report. Plans for disseminating the report for public and professional use are encouraged. Students will defend the project to their graduate committee (major faculty adviser and two readers) and invited guests at the time of completion.



# COURSE DESCRIPTIONS (CONTINUED)

## **NUR 530**

### **The Power of Ritual and Ceremony for Transformation**

In this course, the student will explore ritual and ceremony from a transcultural perspective. Attention will be focused on rituals and ceremonies in specific cultures and religions, and in the modern American medical system that sustains its own rituals. In some cultures, formal or informal religious practices may be integral to the ritual of ceremony and healing. In modern American culture, the perceived division between the mind, body, and spirit has led to ritual and ceremony being considered adjunctive to the scientific approach to healing. Students will have an opportunity to interact with persons who integrate ritual and ceremony into their lives and healthcare practices. Students will also discuss the meaning of ritual and ceremony to their own lives and professional practice.

## **NUR 532**

### **Transcultural Healing Practices**

This course will introduce students to complementary healing practices including the historical and cultural contexts in which they developed. Students will discuss the philosophical underpinnings of therapeutic systems and paradigms of healing in selected complementary therapies. Selected complementary therapies are: music therapy, traditional Chinese medicine, mind-body healing, spiritual and faith practices, energy healing practices, movement therapies, homeopathy, manual therapies, and nutrition and nutritional supplements.

## **NUR 535**

### **Integrative Master's Thesis**

The integrative thesis expands upon or extends the theoretical foundations in the literature of Transcultural Nursing in Community or Transformational Leadership and Management. It demonstrates the student's ability to do independent research that integrates past and current literature appropriate to the topic, the collection and analysis of empirical data, and the articulation of implications for advanced nursing practice or leadership in nursing organizations. Students will defend the project to their selected graduate committee (comprised of the student's faculty adviser and two readers) and invited

guests. Plans for disseminating the report for public and professional use are encouraged.

## **NUR 541**

### **The Politics of Health Care**

This course will explore how health and illness are related to inequities in society and dynamics of power in systems of health care. The following issues will be examined in the course: How widening gaps in the distribution of wealth diminish the health of all members of society; how social inequities become medicalized as health disparities, how an emphasis on profit in health care affects the distribution of healing resources in the population, and what strategies the poor and powerless employ to gain access to healthcare resources. This course will include an optional study abroad experience in Guatemala. (72 hours of practice experience)

## **BUS 520**

### **Management of the Healthcare Organization**

This course provides an overview of the key organizational and behavioral concepts which underlie effective management practices in healthcare organizations. It addresses both the theory and practice of effective management. The course will emphasize the importance of addressing the expectations, needs, and performances of people in organizations, and recognizes the role of the internal, external, and global cultures that impact organizational structure, behavior, and change.





**ECO 520****Economics of Health Care in a Global Community**

At the end of the class, students will be better able to apply economic concepts to the health systems of both the United States and other parts of the world. The focus will be on the public policy aspects of the healthcare system, e.g., issues of access and cost.

**ML 510****Visions of Leadership: A Historical and Literary Journey**

Introduction to selected concepts of leadership, providing a historical and philosophical framework for the program. This course views the nature and purpose of leadership from a variety of disciplines and perspectives.

**ML 511****Creativity and the Problem-Solving Process**

Exploration of creativity from the perspective of traditional aesthetics as well as contemporary organizational thinking. This course uses creativity as a method, and it examines techniques for solving problems in organizations, for enhancing innovation, and for seeking an integrative worldview.

**ML 527****Spirituality and Leadership in the Workplace**

The wide-ranging spirituality movement in the workplace is a notable feature of contemporary life. This course explores the dimensions of this trend and its implications for leadership through a variety of sources and perspectives.

**ML 530****Ethics in Communication**

Interdisciplinary study of ethics and communication through the investigation of a variety of ethical perspectives within human communication. This course places particular attention on the use and abuse of communication in politics, advertising, and interpersonal relationships. It emphasizes sensitivity to ethical conflicts that arise in social and organizational settings.

**ML 531****The Dynamics of Change**

This course offers an exploration of the context of social change and varying responses to diverse human needs. Ways of achieving well-being may be viewed differently by

leaders in public and private domains and across cultures. The course explores these various perspectives, including areas of conflict and opportunities for leadership in social and organizational change. Sociological, human development, and economic theories are applied to contemporary public and private sector issues for social change.

**ML 535****Organizational Theory and Leadership**

In-depth exploration of organizational theory plus related concepts, issues, and concerns. The course is designed to enable the student to acquire knowledge and develop skills in order to function as a responsible, ethical participant within various types of organizational structures and cultures.

**ML 560****Developing a Multicultural Perspective: Investigation of Multicultural Issues**

This course will enhance one's ability to lead and work more effectively with people of different cultural backgrounds through the study of diverse values, beliefs, and traditions within the global community.

**ML 565****Women and Leadership**

A seminar exploring the theory and practice of women and leadership: entrepreneurial, political, and social. An interdisciplinary approach to issues of women and leadership. Topics include analysis of alternative approaches to leadership, women and careers, and women in society past and present. The course is intended to enhance the analytical and leadership skills of the participants.

# ADMISSIONS REQUIREMENTS AND PROCEDURES

Applicants into the Master of Arts in Nursing program must hold a bachelor's degree in nursing from an accredited four-year college or university, or must have an associate degree in nursing in addition to a bachelor's degree. Applicants must hold a cumulative GPA of 3.0 (on a scale of A = 4.0) in all previous college coursework, have experience as a registered nurse, and have professional liability insurance, and a current Minnesota nursing license.

A college-level statistics course is required for progression in the program.

Decisions about admission to the program will be made on an individual basis by the Graduate Admissions Committee. Admissions are handled on a rolling basis, with students being admitted at the beginning of the fall, winter, and spring terms. Selection of candidates will be made on the basis of an evaluation of the following items for each applicant:

- Previous college record and GPA
- Letters of recommendation
- Professional experience
- Written statement

To apply, the following materials must be submitted to the Graduate Studies Admissions Office:

- A completed application form
- \$35 nonrefundable application fee
- A two- to three page-typed statement describing the applicant's professional and educational goals
- Three letters of recommendation addressing the applicant's character and ability for graduate study. (Two of these recommendations must be from professional colleagues.)
- Official transcripts from all **undergraduate** institutions attended, listing all courses taken and any degree(s) conferred
- Official transcripts from all **graduate** institutions attended, listing all courses taken and degree(s) conferred, if any

Applicants may be asked to participate in an interview with graduate program faculty and/or staff members.





# INTERNATIONAL APPLICANTS

Augsburg College encourages qualified applicants from other countries. See Admissions Requirements for a description of the admission process, selection criteria, and work experience requirements.

Application materials required for international applicants include the following:

- A completed application form
- \$35 application fee (nonrefundable) payable in U.S. dollars
- A two- to three-page typed statement describing the applicant's professional and educational goals
- Completed Declaration of Finances (see below for further information)
- Three letters of recommendation—in English—addressing the applicant's character and ability for graduate study. (Two of these recommendations must be from professional colleagues.)
- Official mark-sheets with certified translations from all **undergraduate** institutions attended listing all courses taken, marks earned, dates attended, and degree(s) or diploma(s) conferred, if any; plus, a U.S. evaluation from an evaluation center
- Official mark-sheets with certified translations from all **graduate** institutions attended listing all courses taken, marks earned, dates attended, and degree(s) or diploma(s) conferred, if any; plus, a U.S. evaluation from an evaluation center
- Official results on the Test of English as a Foreign Language (TOEFL) with a minimum score of 600 for the paper test, and a minimum score of 250 for the computer version.

Applicants may be asked to participate in an interview, in person or over the phone, with graduate program faculty and/or staff members.

## DECLARATION OF FINANCES

Students and their financial sponsors must complete a Declaration of Finances as part of the application for admission, along with appropriate certifications.

In accordance with federal regulations, applicants seeking an F-1 student visa or J-1 exchange visitor visa must provide documentation to the school that they have financial resources adequate to cover all expenses for the duration of the program. Once a student has been accepted into the program, the appropriate school official will issue the student an I-20 (if seeking an F-1) or DS-2019 (if seeking a J-1).



# ACADEMIC POLICIES

## EVALUATION STANDARDS

Evaluation of academic performance in the Master of Arts in Nursing program will be based on number grades using a 4.0 point scale and as defined below.

- 4.0** Achieves highest standards of excellence
- 3.5** Achieves above basic course standards
- 3.0** Achieves basic course standards
- 2.5** Achieves the minimum passing standard
- 2.0** Unacceptable performance (no credit for the course)
- W** Grade given when a student withdraws from a course after the deadline without notation on the record
- I** An incomplete grade (I) may be awarded when the instructor grants permission after determining that a student emergency may delay completion of coursework. Students who receive an incomplete grade should be capable of passing the course if they satisfactorily complete outstanding course requirements.

To receive an incomplete grade, a student must file an Application for Incomplete Grade form with the Office of the Registrar that states the reasons for the request, outlines the work required to complete the course, and includes the course instructor's signature. The instructor may stipulate the terms and conditions that apply to course completion. The student must complete the outstanding work in enough time to allow evaluation of the work by the instructor and the filing of a grade before the final day of the following academic term. If the work is not completed by the specified date of the following academic term, the grade for the course becomes a 0.0.

## ATTENDANCE POLICY

Class attendance is expected and should be considered a responsibility, not only to one's self, but to one's classmates and course instructor.





## **ACADEMIC PROBATION AND DISMISSAL POLICIES**

Students must maintain a 3.0 cumulative grade point average. If a student falls below a 3.0 average, the student will be placed on probation for the following term. A 3.0 cumulative grade point average must be restored in order for a student to be removed from probation. If a student receives a grade of 2.0 or less in a course, the student must petition successfully to the faculty of the Master of Arts in Nursing program before being allowed to continue in the program. A plan for the student to follow would be outlined at that time. If a second grade of 2.0 or less is received, the student may be dismissed from the program. Students may also be dismissed for behavior detrimental to the program, such as a gross violation of college policy (as published in the *Student Guide*). Dismissal would occur only after established procedures were followed.

## **CREDIT FOR PRIOR EDUCATION**

Students may petition the Master of Arts in Nursing faculty for approval of any variation in the curriculum including the transfer of credit. Transfer credits will be evaluated on an individual basis.

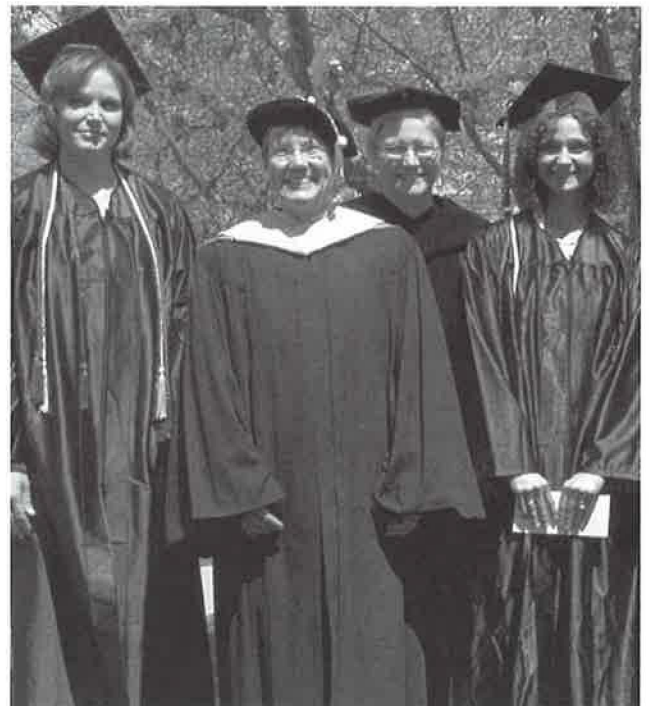
The only courses that will be considered for transfer credit are those earned from accredited colleges and universities, whose course content is comparable to those in the Master of Arts in Nursing program. No more than three courses will be accepted for transfer credit.

## **CREDIT AND CONTACT HOURS**

Each full-credit graduate course is the equivalent of four semester credits or six quarter credits. Classes are scheduled to meet the needs of working adults, combining in-class and web-based components. Clinical practica opportunities are included in selected courses.

## **LAST DAY TO WITHDRAW FROM CLASS**

The last date on which students may withdraw from a class and receive a “W” on their records is published annually in the Master of Arts in Nursing supplement.



# ACADEMIC POLICIES (CONTINUED)

## STUDENT RIGHTS

The College has adopted a statement of student rights and responsibilities and has provided for due process in the matter of disciplinary action, grievances, and grade appeal, as outlined in the *Augsburg College Catalog* and the *Student Guide*. Students have a right to experience education without discrimination.

The Family Educational Rights and Privacy Act (FERPA) of 1974, as amended, provides certain rights to students regarding their education records. Each year Augsburg is required to give notice on the various rights accorded to students pursuant to FERPA. A copy of Augsburg's policy is published in the *Augsburg College Catalog* and in the *Student Guide* distributed to students.

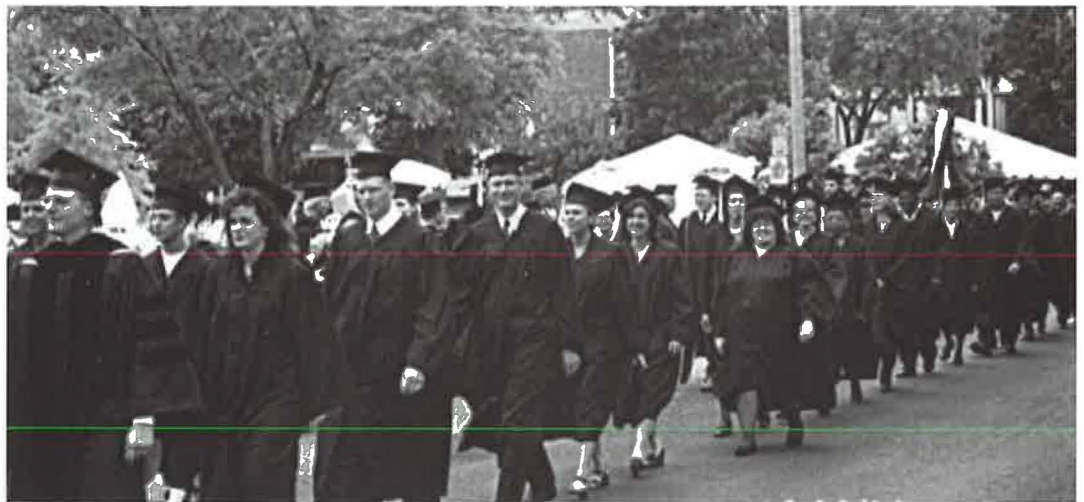
Students must give permission in writing for educational information to be released to anyone outside of the official personnel (faculty and administration) at Augsburg. This means that faculty or others cannot write letters of support/ recommendation or nominate students for awards unless explicit written permission is given by the student to release non-"directory information." It is not sufficient to ask for letters of recommendation.

## ACCREDITATION AND AFFILIATIONS

Students who successfully complete this program will receive a Master of Arts degree. Augsburg is accredited by The Higher Learning Commission, North Central Association\* and is a member of the Associated Colleges of the Twin Cities (ACTC), Lutheran Education Council in North America, and the Minnesota Private College Council. The Master of Arts in Nursing program is fully accredited by the Commission on Collegiate Nursing Education (CCNE).

Augsburg College is registered with the Minnesota Higher Education Services Office. Registration is not an endorsement of the institution. Registration does not mean that credits earned at the institution can be transferred to other institutions or that the quality of the educational programs would meet the standards of every student, educational institution or employer.

\*The Higher Learning Commission,  
North Central Association  
312-263-0456 or  
<[www.ncahigherlearningcommission.org](http://www.ncahigherlearningcommission.org)>





# FEE AND PAYMENT INFORMATION

Tuition is determined annually. A continuation fee is charged to students who do not complete their final project within a year.

Clinical practicum fees are charged in addition to course tuition for study abroad practica.

## PAYMENT OPTIONS

**Various payment plans are available:**

### 1) Payment in Full:

Due after registration and before the beginning of the trimester. No finance charge or administrative fee. Late payment fee \$25. Finance charge of 8% APR will apply toward any unpaid balance after the start of the term.

### 2) Payment Plan:

Students may pay in installments, with payments due according to the payment schedule published for each term. By the first Extended Payment Plan due date, the students must pay one-half of the balance obtained by subtracting expected financial aid from the applicable term fee, in addition to any previous or past due balance. By the second Extended Payment Plan due date, the term fee (less any pending financial aid) must be paid in full. See Company Reimbursement below. There is a \$50 non-refundable administrative fee for the Extended Payment Plan.

### 3) Employer Reimbursement:

Full courses, or equivalent, that are employer reimbursed require a deposit of \$100 per course reimbursed, with full payment due within 60 days after the end of the term. An application for Employer Reimbursement Payment Plan must be filed once each academic year. The student is responsible for payment if the employer does not pay for any reason. A finance charge of 8% APR will accrue on the deferred balance once the term has begun.

Registration is permitted only if the student's account for a previous term is paid in full as agreed. Augsburg College will not release diplomas or academic transcripts until a student's account is paid in full. This also applies to student loans administered by the College (e.g., Perkins Student Loan). They must be current according to established repayment schedules.



# FEE AND PAYMENT INFORMATION (CONTINUED)

## REFUND SCHEDULE

Students who withdraw from Augsburg College may be eligible for a refund of a portion of their charges except for the minimum charge of \$100 to cover administrative costs. Financial aid may also be adjusted for those students who withdraw from the College or drop one or more courses and receive financial assistance.

[NOTE: Tuition refunds and financial aid adjustments are not necessarily made on a one-to-one basis. For example, you could receive a 60% tuition refund but have 80% of your financial aid returned. Be sure you understand the financial consequences of making adjustments to your registration.]

Students are responsible for canceling courses through the Enrollment Center in order to be eligible for any refund. Students who unofficially withdraw (stop attending) but do not complete the drop/add form are responsible for all charges. Financial aid may be adjusted based on the student's last recorded date of attendance. Refund calculations are based on the date that the drop/add form is processed.

The refund schedule is effective whether or not a student has attended classes. All refunds of charges will be applied to the student account and all adjustments for aid, loans, fines, deposits, etc. will be made before eligibility for a cash refund of any resulting credit balance is determined. Please allow two weeks for a refund.

The refund is a percentage of the full tuition charged, not a percentage of any deposit paid toward tuition, e.g. deposits made under the employer reimbursement payment plan.

For information about refunds and the refund schedule, see the *Payment Information brochure* or visit [www.augsburg.edu/enroll](http://www.augsburg.edu/enroll).

A per-course tuition refund will be made on the following basis:

- Through the first scheduled class meeting—100% of tuition (less a \$100 administration fee if withdrawing from current term entirely).
- Prior to the second scheduled class meeting—80% of tuition.
- Prior to the third scheduled class meeting—60% of tuition.
- Prior to the fourth scheduled class meeting—40% of tuition.
- No refund after the fourth scheduled class meeting.





# FINANCIAL AID

Financial assistance is available to degree-seeking students enrolled in the Master of Arts in Nursing program. Two full-credit courses per trimester are considered full time. One course is considered half-time enrollment. The Enrollment Center, 612-330-1046, or 1-800-458-1721, or <[www.augsburg.edu/enroll](http://www.augsburg.edu/enroll)>, assists students in assessing financial aid eligibility and offers financial aid from available alternatives, including the following:

## **EMPLOYER TUITION ASSISTANCE PROGRAMS**

Many companies, agencies, and corporations offer full or partial tuition assistance to employees who participate in work-related or degree-related college programs. Augsburg College offers a payment plan by which employees may handle tuition reimbursement. Students should contact the Enrollment Center to make payment arrangements using the employer reimbursement payment plan.

## **BUREAU OF INDIAN AFFAIRS, TRIBAL, AND STATE INDIAN SCHOLARSHIPS**

American Indian students who meet federal, state, or tribal requirements may apply for these scholarships. Indian grants generally supplement other sources of financial aid. For assistance in application, please contact Augsburg's American Indian Student Services Program director at 612-330-1144 or your tribal agency.

## **FEDERAL AND STATE AID PROGRAMS**

The Enrollment Center will determine each financial aid applicant's eligibility for federal and state financial aid programs.

## **FEDERAL STAFFORD LOAN PROGRAM**

### **Common Loan Provisions**

**Borrowing Limits:** Graduate students may borrow up to \$18,500 per year with an aggregate of \$138,500 (undergraduate and graduate).

A student may borrow from either the unsubsidized or subsidized programs or a combination of both but cannot exceed the annual loan limits.



**Interest Rates:** The annually variable interest rate is capped at 8.25% and changes each July 1. For example, the interest rate from July 1, 2003 to June 30, 2004 is 3.42% for repayment.

**Repayment Terms:** Repayment begins six months after you cease to be enrolled at least half time in an eligible program leading to a degree or certificate. Repayment may extend up to 10 years.

**Deferments:** In most cases, deferments are granted for continued education, disability, and unemployment. Contact your lender if you think you are eligible for a deferment.

## **TRAINEESHIPS**

Traineeship monies are available through a grant from the Bureau of Health Professions of the Department of Health and Human Services Health Resources and Services Administration. For information on traineeship availability, please contact the Nursing Department at 612-330-1209.

# FINANCIAL AID (CONTINUED)

## FEDERAL PERKINS LOAN PROGRAM

A joint Augsburg College-federally funded program administered through the College for students who demonstrate financial eligibility. A signed promissory note is required per term after which funds are credited to the student account. Awards are made based on available funds.

**Borrowing Limits:** You may borrow up to \$6,000 per year as a graduate student with a \$40,000 aggregate maximum.

**Interest and Repayment:** Simple interest of 5% and repayment of principal begin nine months after you graduate or leave school. Partial or total loan cancellation privileges exist for certain types of teaching, disability and, in certain circumstances, military service.

**Deferments:** No interest accrues nor do payments need to be made at any time you are enrolled at least half time or for serving three years in the military, Peace Corps, or VISTA. Contact the Enrollment Center if you think you are eligible for a deferment.

**Borrowing Limits:** Graduate students may borrow up to \$9,000 per year minus any other student loan indebtedness. Maximum graduate borrowing cannot exceed \$40,000 including undergraduate. The minimum annual loan is \$500.

**Interest and Repayment:** The interest rate is variable. Interest payments begin 90 days after the loan is disbursed and continue quarterly thereafter while the student is enrolled. Principal payments begin in the 13th month after you leave school.

**Deferments:** There are no deferments. Contact the Minnesota Higher Education Services Office regarding special circumstances and repayment.

**Alternative Loans:** Many education loan options are available through private lenders. The Enrollment Center staff can assist students in understanding all of their financing options.

## TO APPLY FOR FINANCIAL AID

Financial aid application materials are available at <[www.augsburg.edu/enroll](http://www.augsburg.edu/enroll)>. Applicants must be admitted to Augsburg as regular students or be returning students in good academic standing.

The financial aid application will be processed when the following documents are received:

- 1) The Free Application for Federal Student Aid (FAFSA) or the renewal FAFSA. Apply online at <[www.fafsa.ed.gov](http://www.fafsa.ed.gov)>.
- 2) Federal income tax return(s).
- 3) Verification worksheet. Obtain a copy at <[www.augsburg.edu/enroll](http://www.augsburg.edu/enroll)> and return it to the Enrollment Center.

## FOR FURTHER INFORMATION, CONTACT

Enrollment Center 612-330-1046, 1-800-458-1721, [enroll@augburg.edu](mailto:enroll@augburg.edu), or <[www.augsburg.edu/enroll](http://www.augsburg.edu/enroll)>.





# ABOUT AUGSBURG



## HISTORY

Augsburg was the first seminary founded by Norwegian Lutherans in America, named after the confession of faith presented by Lutherans in Augsburg, Germany, in 1530. Augsburg opened in September 1869 in Marshall, Wisconsin, and moved to Minneapolis in 1872.

## CAMPUS LOCATION

Augsburg's campus is located in the heart of the Twin Cities, surrounding Murphy Square, the first of 155 parks in the "City of Lakes." The University of Minnesota West Bank campus and one of the city's largest medical complexes—Fairview University Medical Center—are adjacent to Augsburg, with the Mississippi River and the Seven Corners theatre district just a few blocks away.

## ACCESSIBILITY

Augsburg College has made a major effort to become one of the most accessible campuses in the region. Skyways, tunnels, and elevators provide accessible connections among major buildings—student housing towers, the Christensen Center, main academic and administrative halls, the library, and the music building. In addition, there are programs for students with learning, physical, and psychiatric disabilities.

## CHURCH AFFILIATION

Augsburg is a college of the Evangelical Lutheran Church in America. It has a diverse community with many strong religious traditions represented among the students, faculty, and staff, including Lutheran, Protestant, Roman Catholic, Jewish, American Indian spirituality and thought, Buddhist, and Islamic faiths.

## NON-DISCRIMINATION POLICY

Augsburg College, as affirmed in its mission, does not discriminate on the basis of race, color, creed, religion, national or ethnic origin, age, gender, sexual orientation, marital status, status with regard to public assistance, or disability in its education policies, admissions policies, scholarship and loan programs, athletic and/or school administered programs, except in those instances where religion is a bona fide occupational qualification. Augsburg College is committed to providing reasonable accommodations to its employees and students.

Any questions concerning Augsburg's compliance with federal or state regulations implementing equal access and opportunity can be directed to the Office of Human Resources, CB 79, Augsburg College, 2211 Riverside Avenue, Minneapolis, MN 55454, or 612-330-1023.

## MASTER OF ARTS IN NURSING FACULTY

**FACULTY** who teach in the Master or Arts in Nursing program are predominantly full-time senior faculty with doctorates or appropriate professional degrees. All of the program's faculty members have extensive experience in practice and in teaching adult learners.

**RUTH ENESTVEDT, Assistant Professor**

B.A., St. Olaf College; M.S., University of Minnesota; Ph.D., University of Minnesota.

**SUSAN M. HAGENESS, Adjunct Instructor**

B.S.N., St. Olaf College; M.A., St. Mary's University.

**LINDA HOLT, Adjunct Instructor**

B.S.N., University of Minnesota; M.S.N., University of Washington-Seattle; Certification in Transcultural Nursing, Augsburg College.

**KIA JAMES, Adjunct Instructor**

B.S.N., St. Olaf College; M.A., University of Minnesota; Ed.D., University of Minnesota.

**CHERYL J. LEUNING, Professor, Department Chair**

B.A., Augustana College; M.S., University of Minnesota; Ph.D., University of Utah.

**SUSAN K. NASH, Associate Professor**

B.S.N., University of Minnesota; M.S.N., University of Minnesota; Ed.D., University of Minnesota.

**LUANN P. WATSON, Adjunct Instructor**

B.S.N., Augsburg College; M.A.L., Augsburg College.

**PAMELA J. WEISS, Associate Professor**

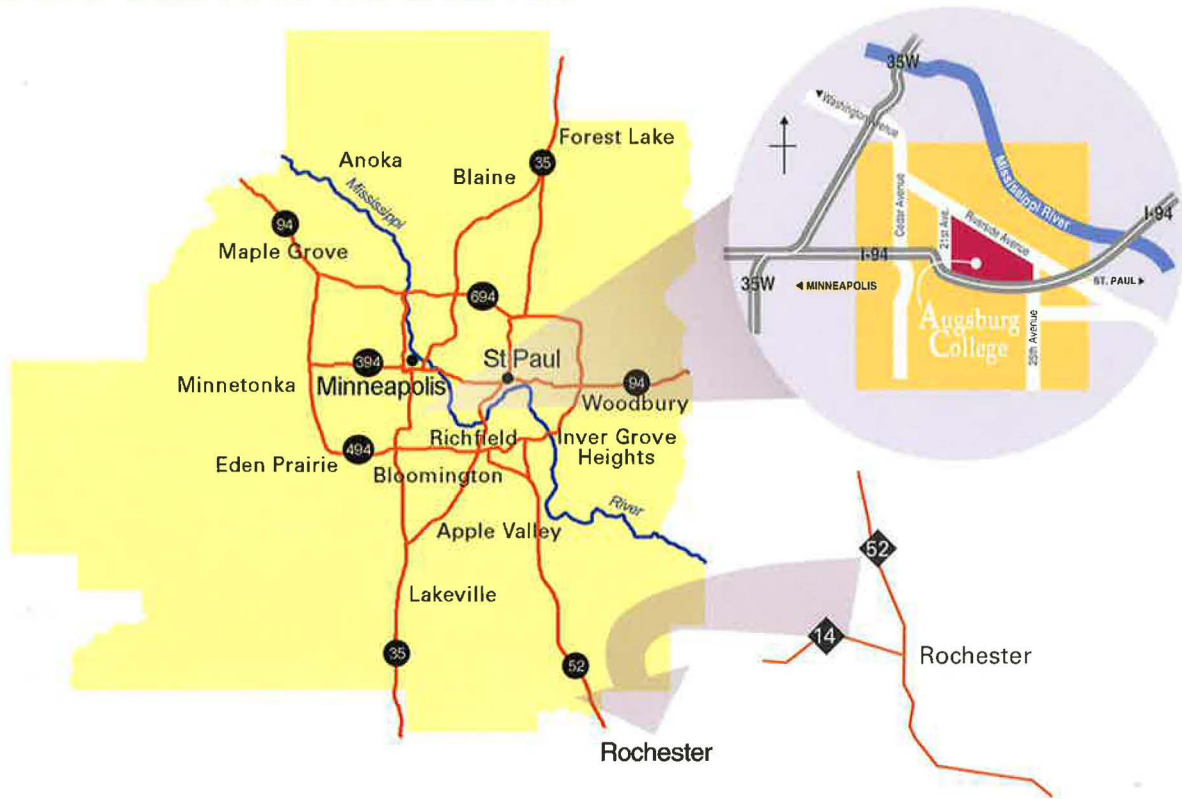
B.S.N., University of Nebraska; M.P.H., University of Minnesota; Ph.D., University of Minnesota.





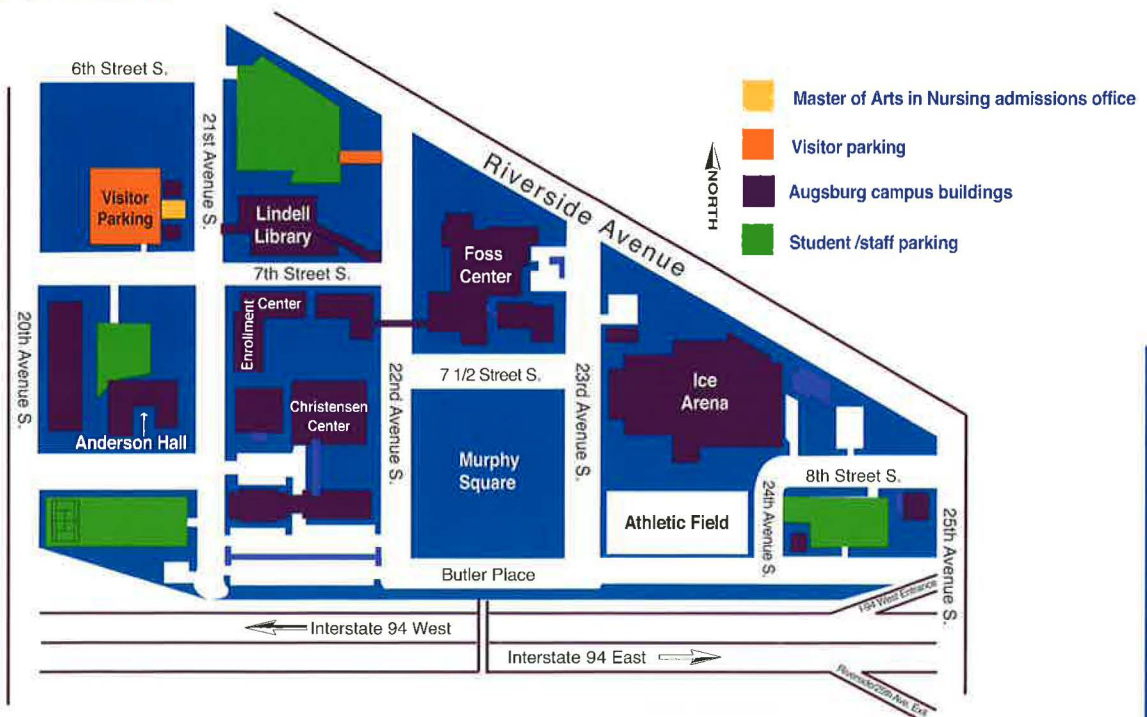
# AUGSBURG LOCATION MAP

## MINNEAPOLIS AND ROCHESTER



# MINNEAPOLIS

## CAMPUS MAP





# MASTER OF ARTS IN NURSING

**AUGSBURG** Transforming Education  
COLLEGE

MASTER OF ARTS IN NURSING  
Campus Box 65  
2211 Riverside Avenue  
Minneapolis, MN 55454

[www.augsburg.edu/ma\\_nursing](http://www.augsburg.edu/ma_nursing)