

Chaminade University School of Nursing Course Syllabus NUR 403 Nursing Leadership <u>https://chaminade.instructure.com</u> Summer 2021

3 Credit Hours

#### COURSE: NUR 403 Nursing Leadership

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# **Guidelines for Communication:**

Email: use the Chaminade email account provided. Always include a subject line such as NUR 403 and add the topic of the email. Use standard fonts; special formatting such as centering, audio messages, and tables should be avoided. Send an attachment with the email if the above items need to be shared. Classroom correspondence should be conducted using the Canvas email function.

#### Lecture Hours:

Section 1: Monday: 13:30 - 16:20

#### **COURSE DESCRIPTION:**

Management and leadership skills are essential for all professional nurses. These skills are "community based" in that it is the community in which we serve that defines the needed abilities of managers and leaders in healthcare systems. The focus of this course is an introduction to varied theoretical frameworks that support principles of leadership and management in nursing and in all types of organizational settings. Emphasis is placed on developing, enhancing and demonstrating leadership skills. Students are exposed to practical situations in the management of patient care in various healthcare settings.

This course provides an opportunity for the senior nursing student to investigate the role of nurse managers and leaders and to prepare for the practice of nursing management within various healthcare settings. Organizational structure, methods of nursing care delivery, comparison of management and nursing processes, decision-making, change, communication skills, collaboration, team building, ethical considerations, interpersonal skills of effective nursing leadership and management, and organizational issues related to the quality of client, family, and personnel outcomes are integrated in the course.

Service Learning is a requirement of this course (10 hours). In conjunction with the Service-Learning Department sites will be identified and presented to students. Students are required to complete all paperwork related to CUH's Service-Learning program. Please refer to "*Service Learning*" in the 2019-2020 Student Handbook for an in-depth explanation.

#### **Marianist Values**

This class represents one component of your education at Chaminade University of Honolulu. An education in the Marianist Tradition is marked by five principles and you should take every opportunity possible to reflect upon the role of these characteristics in your education and development:

- 1. Education for formation in faith
- 2. Provide an integral, quality education
- 3. Educate in family spirit
- 4. Educate for service, justice and peace
- 5. Educate for adaptation and change

#### Native Hawaiian Values

Education is an integral value in both Marianist and Native Hawaiian culture. Both recognize the transformative effect of a well-rounded, value-centered education on society, particularly in seeking justice for the marginalized, the forgotten, and the oppressed, always with an eye toward God (Ke Akua). This is reflected in the 'Olelo No'eau (Hawaiian proverbs) and Marianist core beliefs:

- 1. Educate for Formation in Faith (Mana) E ola au i ke akua ('Ōlelo No'eau 364) May I live by God
- Provide an Integral, Quality Education (Na'auao) Lawe i ka ma'alea a kū'ono'ono ('Ōlelo No'eau 1957) Acquire skill and make it deep
- 3. Educate in Family Spirit ('Ohana) 'Ike aku, 'ike mai, kōkua aku kōkua mai; pela iho la ka nohana 'ohana ('Ōlelo No'eau 1200) Recognize others, be recognized, help others, be helped; such is a family relationship
- 4. Educate for Service, Justice and Peace (Aloha) Ka lama kū o ka no'eau ('Ōlelo No'eau 1430) Education is the standing torch of wisdom
- 5. Educate for Adaptation and Change (Aina) 'A'ohe pau ka 'ike i ka hālau ho'okahi ('Ōlelo No'eau 203) All knowledge is not taught in the same school

**PREREQUISITES:** Senior standing in the nursing program

CO-REQUISITES: NUR 401, NUR 402, or NUR 405, NUR 404

COURSE LEARNING OUTCOMES: At the end of this course, the student should be able to:

- 1. Examine the structure, function and types of various healthcare organizations;
- 2. Analyze the nursing care delivery systems used in delivering care to different populations in a variety of settings;
- 3. Relate the management function of planning, organizing, directing, coordinating and controlling to the role of the nurse manager;
- 4. Distinguish leadership styles and decision-making models that are appropriate for the practice of nursing and delivery of nursing services;
- 5. Apply principles of quality improvement in the management of human resources and health care services;
- 6. Assess power, empowerment and conflict resolution within the framework of the changing healthcare environment;
- 7. Compare clinical information systems and their application to the practice of nursing; and
- 8. Apply management and leadership principles to personal career development.

#### Additional Service-Learning Outcome:

Demonstrate an understanding of the connections between academic work and real-life situations.

#### Alignment of Learning Outcomes

# Key progression in professional nurse practice: Key: I=Introduced, D=Developed, M=Mastered

Program Learning Outcomes	C	C	C	C	C	C	C	C
	L	L	L	L	L	L	L	L
	O	O	O	O	O	O	O	O
	1	2	3	4	5	6	7	8
<i>PLO#1</i> : Use the nursing process for comprehensive assessments of health and illness parameters in patients using developmentally, and culturally, appropriate approaches.								

<i>PLO#2</i> : Provide safe, holistic, patient-centered care								
across the health-illness continuum, across the lifespan,								
using state-of-the-art methodologies, and in all healthcare								
settings.								
<i>PLO#3</i> : Engage in dialogue about contemporary issues in								
healthcare, effectively advocate in the interest of patients,	D	D	D	D	D	D		D
and lead others in the professional nursing role.								
PLO#4: Communicate and collaborate effectively with								
patients and professionals from a variety of disciplines.				М		Μ		
<i>PLO</i> #5: Integrate research and reliable clinical evidence								
to inform their nursing practice.	D	D	D		D			
PLO#6: Incorporate informatics and healthcare								
technologies into the practice of professional nursing.		Μ	М				М	
PLO#7: Use the determinants of health, tools for								
measurement, and interventions for health promotion and		D	D	D				
disease prevention in populations.								
<i>PLO#8</i> : Describe the elements of health care policy and								
finance within a regulatory environment.	D	D			D			

Program Learning Outcomes	V A L U E 1	V A L U E 2	V A L U E 3	V A L U E 4	V A L U E 5
<i>PLO#1</i> : Use the nursing process for comprehensive assessments of health and illness parameters in patients using developmentally, and culturally, appropriate approaches.	М	М	М		
<i>PLO#2</i> : Provide safe, holistic, patient-centered care across the health-illness continuum, across the lifespan, using state-of-the-art methodologies, and in all healthcare settings.		М	М		
<i>PLO#3</i> : Engage in dialogue about contemporary issues in healthcare, effectively advocate in the interest of patients, and lead others in the professional nursing role.			D	D	D
<i>PLO#4</i> : Communicate and collaborate effectively with patients and professionals from a variety of disciplines.			М	D	D
<i>PLO#5</i> : Integrate research and reliable clinical evidence to inform their nursing practice.		D		D	D
<i>PLO#6</i> : Incorporate informatics and healthcare technologies into the practice of professional nursing.		М			D
<i>PLO</i> #7: Use the determinants of health, tools for measurement, and interventions for health promotion and disease prevention in populations.		М			D

<i>PLO#8</i> : Describe the elements of health care policy and finance		D	D
within a regulatory environment.			

Program Associated Hawaiian Core Values	C L O 1	C L O 2	C L O 3	C L O 4	C L O 5	C L O 6	C L O 7	C L O 8
1. Patient Centered-Care Ka malama olakino pili pono I ia kanaka		D	D					
2. Community Based Care Ka malama olakino ma o ke kaiaulu		D						
3. Developmentally and Culturally Appropriate Care <i>Ka malama olakino noka ho`omohala a me ka</i> <i>mo`omeheu</i>	D			D				
4. Care Across the Lifespan Ka malama olakino o ka wa ola		D	D					

# **REQUIRED TEXTS:**

• ATI Content Mastery Series. (2016). Learning System Package

COURSE GRADING:	A=90-100
	B=80-89
	C=70-79
	D=60-69
	F=59 and below

OF NOTE: scores will not be rounded up (i.e., 69.9% is 69% = D) & there are no extra credit allowances

COURSE REQUIREMENTS/METHOD OF EVALUATION:	POINTS
ATI Nurse Logic 2.0 Priority Setting Frameworks & Reflection	3
ATI Nurse Logic 2.0 Knowledge & Clinical Judgment & Advance Test	3
ATI Leadership Practice Assessment A (2016) & Reflection	15
ATI Leadership Practice Assessment B (2016) & Reflection	15
ATI Remediation 5-3-M or ATI Templates (required for EACH assessment)	10
ATI Tutorial Skills 2.0 HIPAA Module & Tests	3
ATI Tutorial Skills 2.0 Health Care Fraud, Waste, & Abuse Prevention Module & Tests	3
ATI Video Case Studies RN: Client Advocacy	3
ATI Video Case Studies RN: Client Rights	3
ATI Video Case Studies RN: Client Education	3
ATI Video Case Studies RN: Delegation	3

ATI Video Case Studies RN: Priority Setting	3
ATI Video Case Studies RN: Informatics & Nursing	3
ATI Video Case Studies RN: Teamwork & Collaboration	3
Midterm Exam	30
Shadow Health DCE (6 modules)	18
Service Learning (10 hours + Reflection Post + Reflection Paper)	10
Final Exam	<u>50</u>
	181 Points

#### **Summary**

Exams (2)	30%
ATI Activities	30%
Shadow Health DCE	30%
Service Learning	10%

All assignments are DUE as noted in your Canvas page. *No late assignments will be accepted without prior instructor agreement*. Many assignments can be completed before the week they are due so take advantage of your available free time and complete/submit work early if appropriate. The ATI Remediation templates should be done after both 2016 Practice Assessment A and B.

**TEACHING –LEARNING STRATEGIES:** Lecture, discussion, service learning, virtual simulation, group activities, case studies, student presentation, online tutorials, concept mapping, and debate.

#### SUPPLEMENTAL MATERIALS:

The Learning Management System, *Canvas*, is used throughout all of the nursing courses. Course website address: <u>https://chaminade.instructure.com</u>. Hardware requirements: Canvas is accessible from most PCs and Macintosh computers with a reliable Internet connection. Canvas is accessible on all computers available for use on campus. Technical support: click the "*Help*" link to access help through the Canvas guide, the Canvas community or Canvas Support. If you encounter a problem with Canvas be sure to click the "*report a problem*" link to get help for a support agent 24/7.

Shadow Health Digital Clinical Experience (DCE) (Summer2021-2368-6718-0956-7093) Shadow Health<sup>™</sup> is an educational software program of rich learning environments and Digital Clinical Experiences<sup>™</sup> that engages students with the core principles of *Leadership*. You will practice prioritization, professional communication, delegation, patient examination, and safety assessment while navigating scenarios that address conflict resolution, ethics, advocacy, and change management throughout the course that are accessible online 24/7. Once you register, you will have lifetime access to the technology. Login page: <u>http://app.shadowhealth.com</u>.

Technical requirements: <u>http://support.shadowhealth.com/hc/en-us/articles/360004558353-DCE-</u> <u>Minimum-System-Specifications</u>. Tablets and mobile devices are not currently supported. Recommended web browsers are Google Chrome (preferred) or Firefox.

Technical support: contact Shadow Health with any questions or technical issues **before** contacting your instructor. Support can be reached via <u>support.shadowhealth.com</u>, through email at <u>support@shadowhealth.com</u>, or by calling (800) 860-3241.

Assessment Technologies Institute (ATI) is an online educational learning system used throughout the nursing courses at CUH SON. Website: https://www.atitesting.com. Complete system requirements are available on the log on page. For all inquiries during office hours use: 1-800-667-7531. After hours technical support, send an email to helpdesk@atitesting.com.

You may have readings assigned from any of the ATI books as appropriate for the topic.

**SON COURSE POLICIES:** All policies stated in the Chaminade University and the School of Nursing handbooks are in effect in this course.

#### ATI Policy (The proctored ATI Leadership assessment in not given in this course)

- 1. Prior to giving the proctored ATI examination in the course the student will be required to complete two practice exams. It is strongly recommended that one of these practice exams be completed in a 'simulated NCLEX' testing environment.
- 2. The student will take a proctored assessment upon completion and submission of assigned focused reviews.
- 3. If a student obtains a level 2 or above on the proctored ATI exam, the student will receive 100% for the ATI portion of the grade.
- 4. If a student obtains a level 1 on the proctored ATI exam, the student will receive 50% for the ATI portion of the grade.
- 5. If a student obtains below a level 1 on the proctored ATI exam, the student will receive 0% for the ATI portion of the grade.
- 6. No student will be offered a second attempt of an ATI proctored exam.
- 7. ATI proctored exams can be assigned a maximum of 10%.

#### **ATI Procedures**

- 1. Dates for practice exams must be scheduled in advance and listed in the course syllabus.
- 2. After taking a practice exam the student must create a focused review from the ATI website and select "all missed topics" to review
- *3.* The student is required to complete a handwritten active learning template for each topic reviewed and submit a hard-copy to the faculty member for each practice exam taken.
- 4. The faculty member will turn on the rationales for the right and wrong answers for the practice ATI examinations in preparation for the proctored exams after the assigned submission date of the focused review.
- 5. Students will take the practice exams again and read the rationales provided by ATI for the right and wrong answers (even if the student obtained the correct answer); this will help them study the material.
- 6. Faculty may assign further remediation requirements.

Academic Honesty: Nursing students are responsible for promoting academic honesty in all educational settings. Nursing students represent Chaminade University and the School of Nursing and as such are expected to demonstrate professional, ethical behavior in the classroom, in laboratory settings, in the clinical setting, and in the community. Please refer to "*Professional Behaviors*" in the 2019-2020 Student Handbook for an in-depth explanation. The Chaminade student nurse shall be committed to the Marianist values and the core values of the School of Nursing.

**Course Atmosphere:** This is a rigorous course. Students are expected to read and prepare for class in order to participate in class discussions. Integrative case studies are key to the class and require preparation from the student.

Attendance: Class is mandatory and students are expected to attend all classes. The classroom is a teaching and learning environment where there is an exchange of knowledge and experience, so it is essential that students attend class and participate in classroom activities to maximize individual learning. Each student will be encouraged to develop professional accountability based on entrance into

the nursing field with a work ethic that reflects personal responsibility, initiative, and teamwork. Students should notify the instructor by phone or e-mail when illness prevents them from attending class and make arrangements to complete missed assignments. Any student who stops attending class without officially withdrawing may receive a failing grade. Unexcused absences equivalent to more than a week of class may lead to a grade reduction for the course. Any absence of two weeks or more must be reported to the Associate Provost and the Records Office by the instructor.

Academic Conduct: Please refer to and follow all policies and procedures included in the Student Handbook and carefully read all areas. Please pay attention to the sections that discuss plagiarism, classroom respect, student conduct, freedom of speech, and all academic policies regarding grading.

**Assignments:** It is expected that assignments will be submitted on time. Late assignments will receive a zero score unless previously arranged with the instructor.

**Writing policy:** All papers should demonstrate mastery of grammar, punctuation, spelling and syntax expected of college level students. Use of APA is required for all papers. If you need writing assistance, please seek help from Student Support Services and the Academic Achievement Program. All papers are to be word processed, proofread, and solely the work of the author.

**Testing policy:** Students are expected to take tests on the designated day. In case of an emergency, please contact the instructor <u>prior</u> to the test so that an alternate plan can be made. Failure to do so will result in a zero. Approval for taking a make-up test must be granted by the instructor. Students are required to take the final exam as designated. Do not make any travel plans as there will no makeup for this reason and students will receive a zero in the exam.

**Cell phones and other electronic devices**: Use of music devices and cell phones is prohibited during all Nursing classes at Chaminade, unless specifically permitted by your instructor. Use of cell phones and music devices in the laboratory, simulation, or clinical settings is a safety and privacy issue. In addition, use of cell phones and music devices in any class is discourteous and may lead to suspicion of academic misconduct. Students who cannot comply with this rule will be asked to leave class and may receive unsatisfactory performance for that day. Please refer any questions to the Dean of Nursing & Health Professions.

**Library:** The Sullivan Family Library link is available on the CUH website: <u>http://www.chaminade.edu/library/</u>. Phone: (808) 735-4725

# **ADA Accommodations:**

In compliance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, and the ADA Amendments Act (2008), Chaminade University of Honolulu is committed to providing reasonable accommodations for all persons with disabilities. The syllabus is available in alternate formats upon request. Students with special needs who meet criteria for the Americans with Disabilities Act (ADA) provisions must provide written documentation of the need for accommodations from the CUH Counseling Center (phone 735-4845) by the end of week three of the class, in order for the instructor to plan accordingly. Failure to provide written documentation will prevent your instructor from

making the necessary accommodates. Please refer any questions to the Dean of Students and review the procedures at <a href="http://www.chaminade.edu/student-affairs/counseling-services">http://www.chaminade.edu/student-affairs/counseling-services</a>

## **Title IX Compliance:**

Chaminade University of Honolulu recognizes the inherent dignity of all individuals and promotes respect for all people. Sexual misconduct, physical and/or psychological abuse will NOT be tolerated at CUH. If you have been the victim of sexual misconduct, physical and/or psychological abuse, we encourage you to report this matter promptly. As a faculty member, I am interested in promoting a safe and healthy environment, and should I learn of any sexual misconduct, physical and/or psychological abuse, I must report the matter to the Title IX Coordinator. Should you want to speak to a confidential source you may contact the following: Chaminade Counseling Center at 808 735-4845. Any priest serving as a sacramental confessor or any ordained religious leader serving in the sacred confidence role.

#### **Compliance information:**

The Compliance website serves as a resource for compliance matters, including Title IX/Nondiscrimination, the Hawaii Post-Secondary Education Authorization Program, and human resource and employment policies. The Executive Director for Compliance and Personnel Services oversees university-wide efforts to meet compliance standards set forth by University policies and Federal and State regulations.

Grievances, violations or suspected violations of these policies may be submitted by the complainant or may be submitted anonymously to the Executive Director of Compliance and Personnel Services. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. Mechanisms in which to file a grievance can be found at the following website link: https://compliance.chaminade.edu/resources/

# PLEASE NOTE:

While every attempt has been made to prepare this syllabus and class schedule in final form, it may be necessary for the course leader to make changes as may be deemed essential to meet the learning outcomes of the course. Students will be notified in writing via Chaminade email of any changes. It is recommended that you check email and course site frequently for announcements. All students will be held responsible to read, understand, and clarify the content within this document.

# <u>Goals</u>

## The goals of the Nursing Program are to:

1. Provide a 4-year program leading to a baccalaureate degree in nursing, in which students will acquire, the knowledge, skills, and Marianist values necessary for professional nursing practice and leadership in health care.

2. Ensure an educational foundation in the biological, physical and social sciences as well as in the humanities, all of which are essential to professional nursing practice.

3. Foster an attitude of intellectual and critical inquiry that promotes evidence-based practice.

4. Provide an educational experience that emphasizes engagement of students through active learning.

5. Create a collegial environment that fosters professional development of students including life-long learning, scholarship, and leadership.

6. Prepare students for professional nursing roles in a dynamic health care environment.

7. Prepare the student for the National Council Licensure Examination (NCLEX) examination and practice as a professional registered nurse.

8. Provide a foundation for graduate study.

# Course Schedule & Teaching Plan

Course content may vary from this outline at the discretion of the instructor to meet the needs of each class. **NOTE:** Assigned readings, pre-assigned modules, and Study Plan content are to be completed **prior** to class. **Refer to course Canvas shell for complete lesson plans.** 

WEEK	FOCUS	ASSIGNMENTS
#1: May 10	<ul> <li>Review of syllabus</li> <li>Discussion of expectations &amp;</li> </ul>	ATI RN Nursing Mastery Series Nursing Leadership & Management – Chapter 1
	<ul> <li>supplemental information</li> <li>Canvas review</li> <li><u>Introduction to Leadership</u></li> </ul>	Shadow HealthStudent account set-up guide:https://support.shadowhealth.comhc/en-us/articles/360004579173-How-to-Register-with-Shadow-Health
	<ul> <li>✓ Basic Leadership</li> <li>&amp;</li> <li>✓ Management Concepts</li> </ul>	Complete Leadership Orientation Video due 5/14
#2: May 17	Managing Client Care ✓ Establishing Priorities	ATI RN Nursing Mastery Series Nursing Leadership & Management – Chapter 1
		Nurse Logic 2.0: Priority Setting Frameworks (graded assignment) due 5/21
		Shadow Health Assignment1: Prioritization & Introduction to Leadership (graded assignment) due 5/21
#3: May 24	Managing Client Care         ✓       Delegation for Effective         Outcomes       Outcomes	ATI RN Nursing Mastery Series Nursing Leadership & Management – Chapter 1
		<u>Nurse Logic 2.0:</u> Knowledge & Clinical Judgement (graded assignment) due 5/28
		Shadow Health Assignment 2: <i>Delegation</i> (graded assignment) due 5/28

#4: May 25		
Memorial Day Holiday	MEMORIAL DAY	
#5: June 7	Professional Responsibilities	ATI RN Nursing Mastery Series
	Health Care Policy	Nursing Leadership & Management – Chapter 3
		Skills Modules 2.0:
		<i>Healthcare Fraud, Waste, &amp; Abuse</i> <i>Prevention</i> (graded assignment) due
		6/11
#6: June 14	Professional Responsibilities	ATI RN Nursing Mastery Series
	✓ Client Rights	Nursing Leadership & Management – Chapter 3
	✓ Advocacy	
	✓ Informed Consent	Video Case Studies RN: Client Rights (graded assignment) due 6/18
#7: June 21	Professional Responsibilities	ATI RN Nursing Mastery Series
	✓ Conflict Resolution	Nursing Leadership & Management – Chapters 1 & 3
	Disruptive Behavior	<b>Civility Mentor:</b> Professionalism &
		Civility in Nursing Practice due 6/25
		Shadow Health
		Assignment 3: <i>Conflict Management</i> (graded assignment) due 6/25
#8: June 28	Professional Responsibilities	<u>ATI RN Nursing Mastery Series</u> Nursing Leadership & Management –
	✓ Advance Directives/Self- Determination/Life	Chapter 3
	Planning	Skills Modules 2.0:
	✓ Confidentiality & Information security	HIPAA (graded assignment) due 7/2
		<u>Video Case Studies RN:</u> Informatics (graded assignment) due 7/2 (*and 7/9)
#9: July 5		ATI Leadership Practice Assessment A (2016)
* * * * *	MIDTERM MADNESS	<i>Reflection &amp; Remediation</i> (graded assignment) due 7/9

#10: July 12		
#10. July 12	HOT TOPICS	<b>DEBATE</b> (graded assignment)
#11: July 19	Professional Responsibilities	ATI RN Nursing Mastery Series
	✓ Legal & Ethical Practice	Nursing Leadership & Management – Chapter 3
		Shadow Health Assignment 4: <i>Ethics</i> (graded assignment) due 7/23
#12: July 26	Maintaining a Safe Environment         ✓       QSEN Competencies	ATI RN Nursing Mastery Series Nursing Leadership & Management – Chapter 4
	✓ Handling Infectious & Hazardous Materials	<i>Fundamentals for Nursing</i> – Chapters 12, 13 & 14
		Skills Modules 2.0: Infection Control (graded assignment) due 7/30
		Video Case Studies RN: Teamwork & Collaboration (graded assignment) due 7/30 (*and 8/8)
#13: Aug 2	Maintaining a Safe Environment	ATI RN Nursing Mastery Series
	✓ Safe use of Equipment	Nursing Leadership & Management – Chapter 4
	<ul> <li>✓ Accident &amp; Injury Prevention</li> </ul>	ATI Leadership Practice Assessment
	✓ Home Safety	B (2016)
	✓ Ergonomic Principles	<i>Reflection &amp; Remediation</i> (graded assignment) due 8/6
#14: Aug 9	<u>Managing Client Care</u> <u>&amp;</u> <u>Facility Protocols</u>	ATI RN Nursing Mastery Series Nursing Leadership & Management – Chapters 1 & 5
	<ul> <li>✓ Quality Improvement</li> <li>✓ Resource Management</li> <li>✓ Performance Appraisal, Peer Review &amp; Disciplinary Action</li> <li>✓ Reporting Incidents</li> </ul>	Shadow Health Assignment 5: Change Management & Patient Advocacy (graded assignment) due 8/13

#15: Aug 16	Coordinating Client Care	ATI RN Nursing Mastery Series Nursing Leadership & Management –
	✓ Case Management	Chapter 2
		<u>Shadow Health</u> Assignment 6: <i>Discharge &amp;</i> <i>Conclusion</i> (graded assignment) due 8/20
		<b>Service Learning Reflection Paper</b> (graded assignment) due 8/20