

# **Oakland University School of Nursing**

## **Nursing Leadership and Health Care Issues**

**NRS 3281 (354)  
CRN #11915**

**Faculty:**

**CLAUDIA GROBBEL, DNP, RN, CNL  
Assistant Professor**

**Winter 2018**

<b>COURSE NUMBER:</b>	<b><u>NRS 3281 (354) – CRN #11915</u></b>		
<b>CREDIT AND HOUR ALLOCATION:</b>	<b><u>Credits</u></b>	<b><u>Hrs/Wks</u></b>	<b><u>Total Hours Semester</u></b>
	<b><u>2</u></b>	<b><u>2 X 14</u></b>	<b><u>28</u></b>
<b>COURSE TITLE:</b>	<b><u>Nursing Leadership and Health Care Issues</u></b>		
<b>CLASS TIME &amp; LOCATION</b>	<b><u>Tuesday, 8:00 am – 9:40 am</u></b>		
	<b><u>5045 Human Health Building (HHB)</u></b>		
	<b><u>January 3, 2018 – March 25, 2018</u></b>		
<b>FACULTY OF RECORD:</b>	<b><u>Claudia Grobbel, DNP, RN, CNL</u></b>		
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**PREREQUISITES and/or CO-REQUISISTES**

Prerequisites: NRS 308, NRS 329, NRS 336, & NRS 452

**COURSE OVERVIEW**

This course introduces students to basic nursing management and leadership concepts, principles, and tools. This course will focus on the nursing roles of leader, manager, and coordinator of patient-centered care, highlighting how the various roles help facilitate the attainment of positive patient and organizational outcomes.

**COURSE OBJECTIVES**

1. Examine health policy and finance-related issues, and their impact on health care systems and professional nursing practice.
2. Assess the effect of organizational culture and structure on professional nursing practice.
3. Examine issues related to teamwork, collaboration, and inter- and intra-professional communication, and their impact on professional nursing practice.
4. Discuss legal and ethical principles foundational to professional nursing practice.
5. Explain professional nurses' use of quality and/or safety-related concepts, principles, and methods to ensure safe and effective patient-centered care.

## **ESSENTIAL CONTENT**

Health policy, finance, and regulatory environments

Leadership theories, concepts, skills, and styles that promote quality patient care

Intra- and inter-professional teamwork skills, including delegation and conflict resolution

Legal and ethical principles related to professional nursing practice

Health care systems, organizational cultures and structures, and their relationships to quality patient-centered nursing care and patient safety

## **TECHNICAL REQUIREMENTS**

All e-Learning courses at Oakland University are delivered using a learning management system called Moodle that allows instructors to design entire courses online or to enhance a classroom-based course. The Moodle software resides on a server allowing students to access it via a web browser, e.g. Mozilla, Firefox. Each course is uniquely designed by the instructor who may include some of the following components in his/her web-based or web enhanced course: course syllabus, course material/content, course assignments, quizzes/tests, hyperlinks to other websites on the Internet and/or other OU web pages, discussion boards, Internal email, and the course grade book.

### **Logging into Moodle**

Students login to Moodle with their NetID (oakland.edu email) account password. Please remember that anytime you change your NetID password, it will be reflected in your Moodle login.

- Open the Moodle Login page: <https://moodle.oakland.edu>
- Log-in using the first part of your NetID username and password, e.g. if your email is [jwilson3@oakland.edu](mailto:jwilson3@oakland.edu) then:
  - Username: jwilson3
  - Password: whatever your Oakland University email password is

If you have any problems/issues with Moodle, you need to contact or fill out a help desk request form for e-Learning and Instructional Support.

To view course materials in MOODLE you will need the latest version of Adobe Reader that can be downloaded free of charge at [www.adobe.com](http://www.adobe.com)

## **ATI TESTS**

### **Completion of ATI Test**

To receive a grade for this course, you must complete the following exam: Nursing Management and Leadership. This ATI is part of your quiz grades. ATI modules will be assigned for students to complete on their own time. There will be a class dedicated to ATI review. The length of time needed to complete this test is 60 minutes. The test will be offered as non-proctored and a proctored form. You must achieve a score on each ATI test that places you at or above proficiency level 2 the first time you take the test. If you do not achieve this score, mandatory retesting will be with a score of 100%.

## **REQUIRED TEXTBOOKS**

None

Reading assignments online or posted on Moodle

Hughes, R. G. (Ed.). (2008). Patient safety and quality: An evidenced-based handbook for nurses (AHRQ Publication No. 08-0043). Rockville, MD: Agency for Healthcare Research and Quality. (Available at no charge: <http://www.ahrq.gov/qual/nursesfdbk/>) available online.

Institute for Healthcare Quality Open School. (2015). <http://app.ihi.org/lms/onlinelearning.aspx>

## **RECOMMENDED TEXTBOOKS**

American Psychological Association. (2009). *Publication manual of the American Psychological Association* (6th ed.). Washington, D.C.: American

## EVALUATION TECHNIQUES

#	Course Requirement	Breakdown	Points
1	Homework (4)	20 %	40
2	Quizzes (4)	40%	40
3	Nursing Situation	5%	10
4	Professional Vision	5 %	10
5	Leadership simulation	30%	100
Total Points Possible			300

## COURSE REQUIREMENTS:

- 1. Course Organization:** This course is organized in 3 distinct modules. Those being; Healthcare environment, Quality Care and Skills for Quality Outcomes. The principles of adult learning is used for this course. The following table is outline of how the course topics will progress. This schedule may be adapted or changes as needed. Lecture, case studies, class activities are all methods to explain and apply course content. A variety of evaluation methods are used. Dues dates are posted in the syllabus. All assignments are to be submitted on the appropriate assignment board on the Moodle site, unless otherwise specified by the instructor.
- 2. Attendance:** Attendance at lecture is encouraged but no attendance will be taken. Assignments and activities are posted in the syllabus. If students are not able to attend class it is the responsibility of the student to communicate with the faculty to make arrangements for missed content. In class activities cannot be duplicated if a student is unable to be in class, therefore any make up activities will be at the direction of the

faculty. Students have one week of a missed class to contact faculty about missed content.

3. **Class preparation:** Students are expected to come to class prepared to participate in class/group discussions. Multiple methods are available for students to understand content. Class *may* include iClicker, group activity, surveys or discussion. These activities are designed to assist the student to understand the course concepts. Preparation is essential.
4. **Quiz/Exams** – Completion of all exams, including the ATI exam is required to receive a course grade. Quizzes will cover the assigned course readings. Dates will be posted and gone over in class. The quizzes will cover material from the text readings.

ATI exam is a requirement to receive a grade for this course. Students are expected to pass this exam with a level 2 or better. If not, remediation is required for students to receive a grade in the course.

5. **Leadership Simulation** – this course has time in the simulation lab for students to practice skills necessary to deliver quality care. Assignments and outcomes will be posted online.
6. **Late Assignments** – will be accepted at the discretion of the faculty. Any assignment more than 1 week late will not be accepted.
7. **Moodle** will be used for communication outside of the classroom. Students with questions/concerns can use the course email for communication. The faculty reviews emails daily and will make every effort to respond within 48 hours. Lecture notes, handouts and work sheets will be found on the course website.

Week	Topic	Readings <i>Posted online</i>	Assignments/Activity
<p><b>MODULE ONE: Healthcare environment; strategies for success</b>  <i>Objective 2: Assess the effect of organizational culture and structure on nursing practice.</i>  <i>Objective 3: Examine issues related to teamwork, collaboration, and inter- and intra-professional communication, and their impact on nursing practice.</i></p>			
1 1/9	Leadership & Professional Practice Organizational culture: what it is and why it matters	Organizational culture: <i>The place we work in.</i>	Clinical site mission/vision statements (Homework 1) Compose professional vision statement
2 1/16	The role of Nursing Leadership as it influences quality care	Leadership theory	Nursing Situation due
3 1/24	Skills for professional practice: Communication, delegation & conflict resolution	Skills that impact quality	How to delegate 101 Quiz 1
27 1/30	Skills for effective care management Communication, delegation, conflict resolution		
<p><b>MODULE TWO: PROFESSIONAL NURSES ROLE IN PROVIDING SAFE AND QUALITY PATIENT CARE</b>  <i>Objective 1: Examine health policy and finance related issues and the impact on health care system and professional nursing.</i>   <i>Objective 5: Explain professional nurses' use of quality and/or safety related concepts, principles and methods to ensure safe and effective patient-centered care.</i></p>			
5 2/6	The business case for quality care The "Triple Aim": quality improvement, cost effectiveness, and outcomes		Homework 2: Quality assessment.
6 2/13	Quality and Safety Education for Nursing (QSEN) Team STEPPS		Class discussion Quiz 2

7 2/27	The role of insurance, government regulation and hospital system finance on patient care		.Homework 3: Budget & Staffing
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**MODULE THREE: HEALTH CARE POLICY, FINANCE AND IMPACT ON NURSING PRACTICE**

*Objective 1: Examine health policy and finance related issues and the impact on health care system and professional nursing.*

*Objective 3: Examine issues related to teamwork, collaboration, and inter- and intra-professional communication, and their impact on nursing practice.*

*Objective 4: Discuss legal and ethical principles foundational to nursing practice.*

8 3/6	Ethics in practice:	ANA Nursing Code of Ethics	Ethics case study Homework 4:
9 3/13	Health Policy	ACA review	Discussion regarding current state of Health Care Laws Quiz 3
10 3/20	Leadership Simulation	Simulation lab	Online quality modules must be complete
11 3/27	Leadership Simulation	Simulation lab	
12 4/3	Leadership Simulation	Simulation lab	
13 4/10	ATI exam		ATI is Quiz 4
14 4/17	Roundtable leadership discussion	Nursing leaders to talk to the class.	Attendance is necessary

**Oakland University School of Nursing  
GRADE CONVERSION**

*Note: 70% = 2.5*

<u>PERCENTAGE</u>	<u>GPA</u>
100.00	4.0
98.00 – 99.99	3.9
96.00 – 97.99	3.8
94.00 – 95.99	3.7
92.00 – 93.99	3.6
90.00 – 91.99	3.5
88.00 – 89.99	3.4
86.00 – 87.99	3.3
84.00 – 85.99	3.2
82.00 – 83.99	3.1
80.00 – 81.99	3.0
78.00 – 79.99	2.9
76.00 – 77.99	2.8
74.00 – 75.99	2.7
72.00 – 73.99	2.6
70.00 – 71.99	2.5
68.00 – 69.99	2.4
66.00 – 67.99	2.3
64.00 – 65.99	2.2
62.00 – 63.99	2.1
60.00 – 61.99	2.0
58.00 – 59.99	1.9
56.00 – 57.99	1.8
54.00 – 55.99	1.7
52.00 – 53.99	1.6
50.00 – 51.99	1.5
48.00 – 49.99	1.4
46.00 – 47.99	1.3
44.00 – 45.99	1.2
42.00 – 43.99	1.1
40.00 – 41.99	1.0

Approved Faculty Assembly 2/20/03  
Updated WI 05