

# **Oakland University School of Nursing**

## **Nursing and Healthcare Systems Leadership**

**NRS 4321(484)  
CRN #10503**

**Faculty:**

**CHERYL JUSELA, DNP, ANP-BC, NP-C  
Assistant Professor**

**Winter 2018**

<b>COURSE NUMBER:</b>	<b><u>NRS 4321 (484) - CRN #10503</u></b>		
<b>CREDIT &amp; HOUR ALLOCATION:</b>	<b>Credits</b>	<b>Hrs/Wks</b>	<b>Total Hours Semester</b>
	<b>Theory 2</b>	<b>2 x 14</b>	<b>28</b>
<b>COURSE TITLE:</b>	<b><u>Nursing and Healthcare Systems Leadership</u></b>		
<b>CLASS TIME:</b>	<b><u>January 3, 2018 – April 25, 2018</u></b> <b><u>On-line</u></b>		
<b>FACULTY OF RECORD:</b>	<b><u>Cheryl Jusela, DNP, ANP-BC- NP-C</u></b> <b><u>Assistant Professor</u></b> <b><u>Office: 2016 Human Health Building (HHB)</u></b> <b><u>Office Telephone: (248) 364-8769</u></b> <b><u>Office Hours: via Telephone or Email Only</u></b> <b><u>Email: cjusela@oakland.edu</u></b>		

**PREREQUISITES**

Prerequisites: NRS 480, NRS 481, & NRS 452  
 Co-requisites: NRS 386, NRS 428, NRS 485 & NRS 486

**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

### **CONTACT INFORMATION**

Cheryl Jusela, DNP, ANP-BC, NP-C

Assistant Professor

*Office:* 2016 HHB – Office hours by appointment

*Office Phone:* (248) 364 8769

*Email:* via the Moodle website (You will receive a response within 48 hours M-F; Saturdays and Sundays will be answered by Monday).

### **OFFICE HOURS**

- Your success in this course is very important to me. I am available to meet with you to discuss your concerns or discuss any topics by appointment. Please contact me via email to set up an appointment.

### **ATI TESTS**

#### **Completion of ATI Test**

To receive a grade for this course, you must complete the following exam: Nursing Management and Leadership. The length of time needed to complete this test is 60 minutes. The test will be completed as part of the course requirements and must be completed prior to the deadline as specified in the syllabus. The test will be offered as non-proctored and proctored forms. 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 to earn points. **THE ATI EXAMINATION DATE IS MARCH 21, TIME TBD.**

### **REQUIRED TEXTBOOKS**

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

Cherry, B. & Jacob, S. (2014). *Contemporary nursing: Issues, trends, & management* (7<sup>th</sup> edition). St Louis, Missouri: Elsevier/Mosby.

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 online. <http://archive.ahrq.gov/professionals/clinicians-providers/resources/nursing/resources/nursesfdbk/index.html>)

### EVALUATION TECHNIQUES

#	Course Requirement	Breakdown	Points
1	QUIZES (3) Online	15 points each	45
2.	General small assignments (Color Cube, conflict/communication survey, IHI module, and mission statement)	4 assignments throughout semester (2.5 points each).	10
3	ATI Practice Tests	ATI practice assessments	10
4	Quality & Safety group paper. Details in Moodle	20 points	20
	Management Simulation Assignment	10 points	10
	ATI Paper & Pencil Exam	5 points possible  Level 3 = 5 points Level 2 = 5 points Level 1 = 3 points Below level 1 = 1 point	5
Total points possible			100

### COURSE REQUIREMENTS:

**Course Organization:** This course is organized in 3 distinct modules. Those being; Leadership and Management, Healthcare Finance, and Quality and Safety. Course lectures are posted on Moodle Course site. Exams are based on course readings, discussions and may include key topics from group assignments. Due dates are posted on the course. Each module will have a reflective journal assignment

related the “general small assignments.” There will be ATI practice tests to be completed for each module. Lastly, there will be one group project related to quality and safety. Students will be assigned to groups by faculty.

**Class preparation:** Required readings- it is expected that students will be self-directed in this regard. Complete readings/assignments in accordance with the course topical outline. Readings/assignments are to be done in advance of class to give adequate time for assimilation and reflection. Students should come to class/online discussion having read the material and prepared to discuss and raise questions about the current topical area. Required readings may be supplemented by student and/or faculty selection of current refereed journals as the needs and interests of the group are identified. World Wide Web is another resource for information, include hyperlinks whenever referencing such material (be sure the URL links directly to the article).

**Module Assignments** - Each student must complete all assignments according to the guidelines. The course site should be checked daily for new information or communication from faculty or other students. The faculty allocates all final points for assignments. Since computer access is available worldwide, it is expected that students will be frequently able to access the course site. If for some reason a student must be unavailable for a period of time you must let the faculty know in advance. Module assignments with instructions can be viewed on Moodle. To receive full credit for module assignments, students are expected to demonstrate synthesis and analysis of the concepts in their writing and provide rationale from readings and/or additional sources to support their statements. Feedback and grading will be submitted by the instructor via Moodle. The turn-around time for feedback and grades is approximately two weeks after the due date of all assignments.

On anything that requires you to write out answers to questions, your answers should be in complete sentences for full credit. (They must, of course, also be correct in their content for full credit.)

### **ATI Practice Tests**

There will be various ATI practice assessments assigned throughout the course that must be completed by each individual student. To earn credit for each assessment, you must score a 90% or better. Students will be expected to upload their test results to the appropriate drop box. Details of the assignment can be found in Moodle. This will be worth a total of 10% of your grade.

### **Miscellaneous Assignments:**

There will be several small assignments such as taking the color test for personality profile, personal/professional mission statement, conflict/communication survey, and IHI assignment. This will be worth a total of 10% of your grade.

**Quizzes** – Completion of all quizzes, including the ATI exam is required to receive a course grade. There will be 3 quizzes. Dates are posted on the course. Each quiz will be completed online on the Moodle site. If for any reason the student is unable to complete the exam time, it is the student’s responsibility to contact the faculty to determine make up exam or alternative assignment. It is the discretion of the faculty to determine whether the student may make up any assignment. All quizzes will be completed on the Moodle course site. *These quizzes are individual efforts.* Ethical practice is expected at all times.

**Note:** In the event that your computer crashes or internet goes down (during a quiz), it is essential to have a “backup plan” in place where you are able to log in using a different computer or travel to another location that has working internet. Should you succumb to a technical issue, it does not necessarily guarantee that the quiz will be reopened for you. If the quiz is reopened, the average of the two quizzes will be the grade given.

Any files you intend to use for your course should be saved to a cloud solution and not to a local hard drive, USB stick or external disk. Saving files this way guarantees your files are not dependent on computer hardware that can fail.

ATI exam is a requirement to receive a grade for this course. Students are required to pass with a level 2 on the on paper and pencil exam. The grade you receive on the paper and pencil exam is 5% of your grade.

**Late Assignments** – failure to turn in an assignment on the due date will result in a 10% reduction in grade per day. Failure to turn in the paper within three days past the assignment due date will result in a 0 on the assignment. Any extenuating circumstances must be discussed with faculty PRIOR to the due date.

**Moodle** will be used to communicate course activities and changes. Students are expected to check Moodle on a regular basis. Additional readings or instructions can be found on Moodle.

**COURSE CALENDAR -Tentative and subject to change**

<b>MODULE 1: LEADERSHIP AND HEALTHCARE MANAGEMENT FOR NURSES</b>			
<b>Week #</b>	<b>Date</b>	<b>Readings in Cherry &amp; Jacob</b>	<b>Assignments (due dates are posted in Moodle)</b>
1	January 3	2: The Contemporary Image of Professional Nursing 17: Nursing Leadership and Management 19: Effective Communication and Conflict Resolution	<ul style="list-style-type: none"> <li>Review syllabi</li> <li>Complete syllabi quiz</li> <li>Post student introductions</li> </ul>
2	January 8	20: Effective Delegation and Supervision 21: Staffing and Nursing Care Delivery Models	<ul style="list-style-type: none"> <li>Color Cube with reflective journal assignment</li> </ul>
3	January 15	Finish reading Cherry & Jacob	<ul style="list-style-type: none"> <li>ATI Practice tests</li> </ul>
4	January 22	Quiz 1 opens	<ul style="list-style-type: none"> <li><b>Quiz #1</b> (covers 2, 17, 19, 20, 21)</li> </ul>

<b>MODULE 2: HEALTHCARE LAW &amp; IMPACT ON PROFESSIONAL NURSING</b>			
5	January 29	7: Paying for Health Care in America: Rising Costs and Challenges 10: Cultural Competency and Social Issues in Nursing and Health Care 13: Workforce Advocacy for a Professional Nursing Practice Environment	<ul style="list-style-type: none"> <li>• Conflict/Communication Survey with reflective journal assignment</li> </ul>
6	February 5	14: Collective Bargaining and Unions in Today's Workplace 18: Budgeting Basics for Nurses	<ul style="list-style-type: none"> <li>• ATI Practice Tests</li> </ul>
7	February 12	Finish reading Cherry & Jacob	<ul style="list-style-type: none"> <li>• IHI Assignment opens</li> </ul>
	February 19	Winter Recess	
8	February 26	Quiz 2 Opens	<ul style="list-style-type: none"> <li>• <b>Quiz #2</b> (Covers 7, 10, 13, 14, 18)</li> </ul>
<b>MODULE 3: QSEN COMPETANCIES</b>			
9	March 5	<b>Patient Safety and Quality: An Evidence-based Handbook for Nurses</b> Read Chapters 1-5 (see link under required texts)	<ul style="list-style-type: none"> <li>• Mission Statement</li> </ul>
10	March 12	Prepare for simulation by reviewing materials.	<ul style="list-style-type: none"> <li>• <b>Simulation on March 14</b></li> <li>• ATI Practice test</li> </ul>
11	March 19	Prepare for ATI by reviewing materials.	<ul style="list-style-type: none"> <li>• <b>ATI exam on March 21</b></li> </ul>
12	March 26	8: Legal Issues in Nursing and Health Care 9: Ethical and Bioethical Issues in Nursing and Health Care 15: Information Technology in the Clinical Setting	<ul style="list-style-type: none"> <li>• Continue working on Q&amp;S paper with group members.</li> </ul>

13	April 2	22: Quality Improvement and Patient Safety 23: Health Policy and Politics: Get Involved!	<ul style="list-style-type: none"> <li>• Finish IHI assignment (due March 31)</li> </ul>
14	April 9	Study for Final Exam	<ul style="list-style-type: none"> <li>• Q&amp;S paper due April 8 by 5:00 pm</li> </ul>
Final exam week	April 20 - 21	Final exam covers Cherry and Jacob 8, 9, 15, 22, 23	<ul style="list-style-type: none"> <li>• Final exam April 20 - 21 (on-line)</li> </ul>

Classes begin January 3

Winter recess begins February 17 at 10:00 pm

Classes resume February 26 at 7:30 am

Classes end April 17 at 10:00 pm

Final exam Period April 19 - 25



# 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