UNIVERSITY OF FLORIDA COLLEGE OF NURSING COURSE SYLLABUS

Fall 2021

COURSE NUMBER NUR 4108

COURSE TITLE Lead and Inspire 3: Policy and Change in Nursing Practice

CREDITS 03

PREREQUISITE NUR 3168 Lead and Inspire 2: Research and Evidence-Based

Nursing Practice

COREQUISITE None

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COURSE DESCRIPTION This course introduces strategies that support safe, effective, and ethical nursing care in health care systems. The emphasis is on developing knowledge and demonstrating behaviors that enable the professional nurse to lead and participate in the design, revision, and implementation of policies to improve nursing practice and healthcare outcomes.

COURSE OBJECTIVES Upon completion of this course the student will be able to

1. Contrast local, regional, and national policies that influence health systems, patients, and nursing practice.
2. Analyze a policy change that can improve access, cost, and/or the quality of health care and nursing practice.
3. Apply a change management strategy to improve a policy relative to nursing practice.
4. Apply ethical and safety principles to health care and nursing policies
5. Identify the components of health system management, leadership, and innovation that contribute to positive and cost-effective nursing and health outcomes.
6. Discuss the use of standardized nursing data in demonstrating the impact of nursing on patient outcomes and positive policy change.
7. Recognize how professional behaviors and evidence-based practice contribute to optimal nursing care and health care polices.

COURSE SCHEDULE

Section Day Time Room

1912 (Scarton) Friday 9:35am-12:35pm G210

1913 (Lindsey) Friday 9:35am-12:35pm 1102

1914 (Shipman) Friday 9:35am-12:35pm 1101

E-Learning in Canvas is the course management system that you will use for this course. E- Learning in Canvas is accessed by using your Gatorlink account name and password at [http://elearning.ufl.edu/.](http://elearning.ufl.edu/) There are several tutorials and student help links on the E-Learning login site. If you have technical questions call the UF Computer Help Desk at 352-392-HELP or send email to [helpdesk@ufl.edu](mailto:helpdesk@ufl.edu).

It is important that you regularly check your Gatorlink account email for College and University wide information and the course E-Learning site for announcements and notifications.

Course websites are generally made available on the Friday before the first day of classes.

**Content, dates, and mode of delivery are subject to change to facilitate learning.**

TEACHING METHODS

Lecture/discussion

Seminar: Guest Speakers

Team-based learning activities Videos

LEARNING ACTIVITIES

Participation in small group activities

Assigned readings

Written assignments Group projects

EVALUATION METHODS/COURSE GRADE CALCULATION

Quizzes 20%

Change Management Project on Policy (Group) 35%

\*(32 % for project, 3% for peer evaluation)

Ethical Case Study (RCA) 20%

Group Debates 15%

Participation 10%

**Total: 100%**

The Change Management Project on Policy (group), Ethical Case Study (RCA), and the Group Debates will be evaluated by the course instructor consistent with the grading rubric included with the written description of the assignment as distributed on the course Canvas site.

*Course Average*

Students must earn an average of 74% on all required course work to pass the course. No grades will be rounded including the exam scores and the final course grade.

CLASS ATTENDANCE AND MAKEUP POLICY

Collaborative learning is an essential component of this course; therefore, attendance is expected at all scheduled class and laboratory sessions. Advanced notice of absence is expected. In general, acceptable reasons for absence from or failure to participate in class include illness, serious family emergencies, special curricular requirements (e.g., professional conferences **with advanced notice**), military obligation, severe weather conditions, religious holidays, and participation in official university activities. Absences from class for court-imposed legal obligations (e.g., jury duty or subpoena) are excused. Makeup assignments for excused absences will be negotiated with the instructor. **If at all possible**, the course instructor must be notified in advance if an exam is missed due to an extenuating circumstance. If no notice is given or without prior approval of an absence for a reason listed above, a grade of zero will be assigned. Students may not opt out of any exams.

Requirements for class attendance and make-up exams, assignments, and other work in this course are consistent with university policies that can be found at: <https://catalog.ufl.edu/ugrad/current/regulations/info/attendance.aspx>.

***Students are expected to plan in advance and submit assignments by posted due dates. No assignments in this course will be accepted late. If an assignment is late it will be given a “zero” grade. Please see exceptions listed above in class attendance and makeup policy section.***

GRADING SCALE/QUALITY POINTS

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| A | 95-100 | (4.0) | C | 74-79\* | (2.0) |
| A- | 93-94 | (3.67) | C- | 72-73 | (1.67) |
| B+ | 91- 92 | (3.33) | D+ | 70-71 | (1.33) |
| B | 84-90 | (3.0) | D | 64-69 | (1.0) |
| B- | 82-83 | (2.67) | D- | 62-63 | (0.67) |

C+ 80-81 (2.33) E 61 or below (0.0)

\* 74 is the minimal passing grade

For more information on grades and grading policies, please refer to University’s grading policies: <https://catalog.ufl.edu/ugrad/current/regulations/info/grades.aspx>

COURSE EVALUATION

Students are expected to provide professional and respectful feedback on the quality of instruction in this course by completing course evaluations online via GatorEvals. Guidance on how to give feedback in a professional and respectful manner is available at <https://gatorevals.aa.ufl.edu/students/>. Students will be notified when the evaluation period opens, and can complete evaluations through the email they receive from GatorEvals, in their Canvas course menu under GatorEvals, or via <https://ufl.bluera.com/ufl/>. Summaries of course evaluation results are available to students at <https://gatorevals.aa.ufl.edu/public-results/>.

ACCOMMODATIONS DUE TO DISABILITY

Students with disabilities requesting accommodations should first register with the Disability Resource Center (352-392-8565, <https://disability.ufl.edu/> ) by providing appropriate documentation. Once registered, students will receive an accommodation letter which must be presented to the instructor when requesting accommodation. Students with disabilities should follow this procedure as early as possible in the semester.

PROFESSIONAL BEHAVIOR

The College of Nursing expects all Nursing students to be professional in their interactions with patients, colleagues, faculty, and staff and to exhibit caring and compassionate attitudes. These and other qualities will be evaluated during patient contacts and in other relevant settings by both faculty and peers. Behavior of a Nursing student reflects on the student's individual’s ability to become a competent professional Nurse. Attitudes or behaviors inconsistent with compassionate care; refusal by, or inability of, the student to participate constructively in learning or patient care; derogatory attitudes or inappropriate behaviors directed at patients, peers, faculty or staff; misuse of written or electronic patient records (e.g., accession of patient information without valid reason); substance abuse; failure to disclose pertinent information on a criminal background check; or other unprofessional conduct can be grounds for disciplinary measures including dismissal.

***As students in the health professions at UF Health, you are expected to promote safety and a culture of care and concern for each other and for patients. Across our academic health center’s missions of research, teaching and patient care, nursing students must lead by example and take individual responsibility for modeling healthy habits and behaviors to minimize the spread of COVID-19. Failure to comply with the established public health measures, both on and off campus, is considered a serious breach of professional conduct.***

UNIVERSITY POLICY ON ACADEMIC MISCONDUCT

Academic honesty and integrity are fundamental values of the University community. Students should be sure that they understand the UF Student Honor Code at <https://sccr.dso.ufl.edu/policies/student-honor-code-student-conduct-code/>. Students are required to provide their own privacy screen for all examination’s administered to student laptops. No wireless keyboards or wireless mouse/tracking device will be permitted during examinations.

University and College of Nursing Policies

Please see the College of Nursing website for student policies (<http://students.nursing.ufl.edu/currently-enrolled/student-policies-and-handbooks/>) and a full explanation of each of the university policies – (<http://students.nursing.ufl.edu/currently-enrolled/course-syllabi/course-policies>)

UF Grading Policy

Religious Holidays

Counseling and Mental Health Services

Student Handbook

Faculty Evaluations

Student Use of Social Media

REQUIRED TEXTBOOKS

American Psychological Association. (2020). *Publication manual of the American Psychological Association* (7th ed.). Washington, DC: American Psychological Association.

Blais, K. K., & Hayes, J. S. (2016). *Professional nursing practice: Concepts and perspectives.*

Boston, MA: Pearson Education, Inc.

King, S. (2009). *Josie’s story: A mother’s crusade to make medical care safe.* New York, NY: Atlantic Monthly Press.

**WEEK/DATE MODULE LOCATION PROGRAM OUTCOMES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Aug. 27/Week 1** | **Module 0: Orientation**  **Module 1: Understanding Policy & Change in Nursing** |  | **1, 4, 6, 7, 8** |
| **Sept 3/Week 2** | **Module 2: Change Management**  **Guest Speaker: Dr. Sandra Citty** | **All sections**  **meet in the**  **Auditorium** | **4, 7, 8** |
| **Sept 10/Week 3** | **Module 3: Self-Awareness** | **Asynchronous** | **1, 10, 11** |
| **Sept 17/Week 4** | **Module 4: Leadership & Management**  **Guest Speakers: Dr. Duckworth, Letitia Williams,**  **& Mendy Dunn** | **Asynchronous** | **2, 8, 10** |
| **Sept 24/Week 5** | **Module 5: Ethical Foundations for Professional**  **Nursing**  **Recorded Guest Speaker: Dr. Snyder** | **Asynchronous** | **1, 2, 4, 8, 10, 11** |
| **Oct 1/Week 6** | **Module 6: Apply Ethical & Safety Principles** | **Asynchronous** | **2, 3, 4, 8** |
| **October 8:**  **Homecoming** |  |  |  |
| **Oct 15/Week 7** | **Module 7: Evidence-Based Practice** |  | **3, 4, 5, 8** |
| **Oct 22/Week 8** | **Module 8: Foundations of Health Policy** |  | **1, 2, 6** |
| **Oct 29/Week 9** | **Module 9: Practice Errors & Change** |  | **1, 3, 4, 6** |
| **Nov 5/Week 10** | **Module 10: Nursing’s Role in Collaboration**  **Module 11: Health Systems Components** |  | **1, 2, 4, 5, 6, 8** |
| **Nov 12/Week 11** | **Module 12: Universal Nursing Language**  **Guest Speaker: Dr. Maciera** | **All sections**  **meet in the**  **Auditorium** | **5** |
| **Nov 19/Week 12** | **Module 13: Local, Regional, & National Policies**  **Guest Speaker Dr. Speck** |  | **1, 2, 3, 5, 8, 10, 11** |
| **Nov 26: Thanksgiving** | **Time to relax and enjoy family & friends** |  |  |
| **Dec 3/Week 13** | **Last Class Day for NUR4108!**  **Module 14: Change Management Presentations** |  |  |
| **Dec 9-10** | **Reading Days & on to Finals😊 You can do it!** |  |  |

7

Program Outcomes:

1. Apply critical thinking to synthesize knowledge grounded in liberal education and nursing, in the practice of professional nursing in the global community.
2. Collaborate with the healthcare team and clients to provide safe and cost-effective high-quality health care.
3. Integrate evidence-based findings in decision-making in the practice of professional nursing.
4. Appraise current evidence to evaluate health care safety and quality improvement initiatives for individuals and groups.
5. Analyze information from health care technology systems to apply evidence that will guide nursing practice.
6. Utilize knowledge of health care regulation to advocate for policy change to improve health care systems and professional nursing practice.
7. Illustrate the importance of advocacy in the improvements in nursing practice and throughout the healthcare system.
8. Demonstrate professional communication, collaboration and documentation with healthcare teams to support improvement in patient health outcomes.
9. Utilize health promotion, health maintenance, and disease prevention strategies across settings to improve the health of diverse individuals and populations across the lifespan.
10. Demonstrate professional competence and values reflective of professional nursing standards and mutual respect within a global society.
11. Build therapeutic alliance with patients and families to provide personalized care

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| Approved: | Academic Affairs Committee: General Faculty:  UF Curriculum Committee: | 02/18  02/18  03/18 |