



**I. COURSE DESCRIPTION:**

This course focuses on the theories and concepts of group process from a multidisciplinary perspective. Learners have the opportunity to experience and critically reflect on group process. The examination of self in relation to group process is an essential component. This course builds upon leadership and change theory with a practical application to group processes.

**II. LEARNING OUTCOMES AND ELEMENTS OF THE PERFORMANCE:****A. TEACHING/LEARNING PROCESS:**

This course is designed as hybrid of face-to-face in class and D2L components to facilitate student and teacher interaction and learning. Opportunities will be provided to work through normal group dynamics and various group roles that effectively promote group exchange. Through thoughtful discussions and personal reflections, both learners and teachers will explore the human, cultural, and societal variables that have a direct impact on how groups form and interact. Simulations, case studies, direct observation and facilitation of groups will be included in the process of learning.

In class and in the D2L discussion postings, dialogue based on mutual respect will support a safe learning environment of discovery. In this setting, professional interaction provides a cornerstone to learner success.

**B. ENDS-IN-VIEW:**

- Learners will explore the dimensions of group culture in relationship to nurse's work (clinical, political, education and research).
- They will enhance their awareness of group diversity, acknowledging multiple perspectives, values and norms within heterogeneous groups, and demonstrate beginning competencies in managing diversity within groups.
- Learners will develop and integrate theoretical knowledge and apply group process expertise in reality based and simulated situations with the ultimate goal of developing praxis.
- They will challenge and examine their leadership competency in learning and professional related groups to;
  - a) execute power strategies
  - b) facilitate effective decision making and discussion
  - c) positively influence process
  - d) promote self- care and healing.
- Finally, learners will engage in reflective practice with the purpose of coming to know self in groups, and finding an authentic and professional voice.

**III. TOPICS:****Concepts for Exploration:**

Community and Inter-subjective Culture  
Relation of Society and Group  
Values and Norms  
Group Process and Dynamics  
Nurses Work and Groups  
Power  
Decision-Making  
Change  
Conflict Resolution  
Self In Relation To Group

**IV. REQUIRED RESOURCES/TEXTS/MATERIALS:****Required:**

Chinn, P. (2008). *Peace and power: Creative leadership for building community*. 7th edition. National League of Nursing.

College of Nurses. (2006). *Conflict prevention and management*. Toronto, Canada: Author. Retrieved from [http://www.cno.org/docs/prac/47004\\_conflict\\_prev.pdf](http://www.cno.org/docs/prac/47004_conflict_prev.pdf)

Dimock, H. & Kass, R. (2007). *How to observe your group*. 4<sup>th</sup> edition. Captus Press: North York.

Dimock, H. & Kass, R. (2008). *Leading and managing dynamic groups*. 4<sup>th</sup> edition. Captus Press: North York.

Kelly, P. & Crawford, H. (2013). *Nursing Leadership and Management*. (2nd Canadian Edition). Toronto: Nelson Education.

Registered Nurses' Association of Ontario (2006). Collaborative Practice Among Nursing Teams. Retrieved from [http://rnao.ca/sites/rnao-ca/files/Collaborative\\_Practice\\_Among\\_Nursing\\_Teams.pdf](http://rnao.ca/sites/rnao-ca/files/Collaborative_Practice_Among_Nursing_Teams.pdf)

**V. EVALUATION PROCESS/GRADING SYSTEM:****GRADED ACTIVITIES**

Assignment #1 - Written Group Observation Paper- Worth 35% of course grade

Assignment # 2 - Face To Face Micro-Leading Evaluations-Worth 15% of course grade Assignment

Assignment #3 - Written Paper Defining A Professional Voice -Worth 40 % of course grade

Assignment #4 - LMS Group Bulletin Posting- Worth 10% of course grade

The following semester grades will be assigned to students in post-secondary courses:

<u>Grade</u>	<u>Definition</u>	<u>Grade Point Equivalent</u>
A+	90 – 100%	4.00
A	80 – 89%	
B	70 - 79%	3.00
C	60 - 69%	2.00
D	50 – 59%	1.00
F (Fail)	49% and below	0.00
CR (Credit)	Credit for diploma requirements has been awarded.	
S	Satisfactory achievement in field /clinical placement or non-graded subject area.	
U	Unsatisfactory achievement in field/clinical placement or non-graded subject area.	
X	A temporary grade limited to situations with extenuating circumstances giving a student additional time to complete the requirements for a course.	
NR	Grade not reported to Registrar's office.	
W	Student has withdrawn from the course without academic penalty.	

**NOTE:** Mid Term grades are provided in theory classes and clinical/field placement experiences. Students are notified that the midterm grade is an interim grade and is subject to change.

**VI. SPECIAL NOTES:**

For such reasons as program certification or program articulation, certain courses require minimums of greater than 50% and/or have mandatory components to achieve a passing grade.

It is also important to note, that the minimum overall GPA required in order to graduate from a Sault College program remains 2.0.

All NURS courses require 60% for a passing grade.

Attendance: Sault College is committed to student success. There is a direct correlation between academic performance and class attendance; therefore, for the benefit of all its constituents, all students are encouraged to attend all of their scheduled learning and evaluation sessions. This implies arriving on time and remaining for the duration of the scheduled session.

**VII. COURSE OUTLINE ADDENDUM:**

1. Course Outline Amendments:  
The professor reserves the right to change the information contained in this course outline depending on the needs of the learner and the availability of resources.
2. Retention of Course Outlines:  
It is the responsibility of the student to retain all course outlines for possible future use in acquiring advanced standing at other postsecondary institutions.
3. Prior Learning Assessment:  
Students who wish to apply for advance credit transfer (advanced standing) should obtain an Application for Advance Credit from the program coordinator (or the course coordinator regarding a general education transfer request) or academic assistant. Students will be required to provide an unofficial transcript and course outline related to the course in question. Please refer to the Student Academic Calendar of Events for the deadline date by which application must be made for advance standing.

Credit for prior learning will also be given upon successful completion of a challenge exam or portfolio.

Substitute course information is available in the Registrar's office.

4. Accessibility Services:  
If you are a student with a disability (e.g. physical limitations, visual impairments, hearing impairments, or learning disabilities), you are encouraged to discuss required accommodations with your professor and/or the Accessibility Services office. Visit Room E1101 or call Extension 2703 so that support services can be arranged for you.
5. Communication:  
The College considers ***Desire2Learn (D2L)*** as the primary channel of communication for each course. Regularly checking this software platform is critical as it will keep you directly connected with faculty and current course information. Success in this course may be directly related to your willingness to take advantage of this Learning Management System (LMS) communication tool.
6. Plagiarism:  
Students should refer to the definition of “academic dishonesty” in *Student Code of Conduct*. Students who engage in academic dishonesty will receive an automatic failure for that submission and/or such other penalty, up to and including expulsion from the course/program, as may be decided by the professor/dean. In order to protect students from inadvertent plagiarism, to protect the copyright of the material referenced, and to credit the author of the material, it is the policy of the department to employ a documentation format for referencing source material.
7. Tuition Default:  
Students who have defaulted on the payment of tuition (tuition has not been paid in full, payments were not deferred or payment plan not honoured) as of the first week of *November* will be removed from placement and clinical activities due to liability issues. This may result in loss of mandatory hours or incomplete course work. Sault College will not be responsible for incomplete hours or outcomes that are not achieved or any other academic requirement not met as of the result of tuition default. Students are encouraged to communicate with Financial Services with regard to the status of their tuition prior to this deadline to ensure that their financial status does not interfere with academic progress.
8. Student Portal:  
The Sault College portal allows you to view all your student information in one place. **mysaultcollege** gives you personalized access to online resources seven days a week from your home or school computer. Single log-in access allows you to see your personal and financial information, timetable, grades, records of achievement, unofficial transcript, and outstanding obligations, in addition to announcements, news, academic calendar of events, class cancellations, your learning management system (LMS), and much more. Go to <https://my.saultcollege.ca>.

9. Electronic Devices in the Classroom:

Students who wish to use electronic devices in the classroom will seek permission of the faculty member before proceeding to record instruction. With the exception of issues related to accommodations of disability, the decision to approve or refuse the request is the responsibility of the faculty member. Recorded classroom instruction will be used only for personal use and will not be used for any other purpose. Recorded classroom instruction will be destroyed at the end of the course. To ensure this, the student is required to return all copies of recorded material to the faculty member by the last day of class in the semester. Where the use of an electronic device has been approved, the student agrees that materials recorded are for his/her use only, are not for distribution, and are the sole property of the College.