

SAULT COLLEGE OF APPLIED ARTS AND TECHNOLOGY

SAULT STE. MARIE, ONTARIO



**SAULT
COLLEGE**

COURSE OUTLINE

COURSE TITLE: PROFESSIONAL GROWTH V: NURSES INFLUENCING CHANGE

CODE NO. : NURS 4056 **SEMESTER:** 7

PROGRAM: Collaborative Bachelor of Science in Nursing

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INSTRUCTOR: Barb Engel

DATE: Jan. 2014 **PREVIOUS OUTLINE DATED:** May 2012

APPROVED: "Marilyn King" Jan/14

CHAIR, HEALTH PROGRAMS

DATE

TOTAL CREDITS: 3

PREREQUISITE(S): NURS 3056, 3066.NURS 3046
NURS 4084 or NURS 4094

HOURS/WEEK: 3 (classroom/LMS)

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For additional information, please contact the Chair, Health Programs
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I. COURSE DESCRIPTION:

This course explores the ways nurses can influence clients, the nursing profession, the healthcare system and society, generally, to facilitate the creation of a healthy environment. Emphasis is on strategies for enhancing nursing influence.

COURSE OVERVIEW

This course will explore the ways nurses can influence and create their future as professionals within the evolving health care system, and make significant contributions in bringing the caring, healing and health paradigm into present realities. By examining the settings in which caring and healing occurs, nurses will determine openings where change can take place and design effective strategies for enhancing nursing influence and quality care. With an emphasis on professional and personal growth, learners will also engage in the various roles of change agent within the work setting.

II. LEARNING OUTCOMES AND ELEMENTS OF THE PERFORMANCE:

ENDS IN VIEW

- examination of self in relation to the leadership and change process will be an essential component in finding a suitable fit between role expectations and personal attributes
- learners will explore dimensions of leadership and change within the evolving contexts of nurses' work and health care setting (clinical and political). They will expand their awareness of health care trends as they relate to the caring, healing and health paradigm and the significance they have for health care reform
- learners will develop and integrate their understanding of organizational and leadership theory by conducting a systems analysis in their clinical placement that will ultimately determine a systems need for change
- learners will test their own competencies in utilizing decision-making, communication, power, conflict resolution, change and leadership in case studies, role-plays, and an extensive change initiative in their work setting that will affect care quality outcomes
- learners, by exploring relevant key areas of nursing functions inside leadership roles in today's health care system, will demonstrate the relationship between core competencies and the actualization of influence

“In the context of nursing shortages and economic constraint in today’s Canadian health care system, the need for nurse leaders has never been greater.”

LEARNING PROCESS

Learners will have the opportunity to use critical thinking, reflection, and strategy development to explore various ways to influence change in their clinical setting. To enhance flexibility in fulfilling clinical hours for this year, professional dialogue on relevant topics will be conducted through a mixture of on campus and asynchronous scholarly web-based discussions. Through web based discussions key ideas, framework, and theory, learners will develop skills and knowledge which will then be translated into their placements by way of their assignments. This will afford learners the opportunity to see theory and practice align and it will provide an opportunity for learners to test their own leadership competencies in the real world. Each learner is expected to reflect upon the assigned readings and discuss the questions assigned in the learning activities through weekly web postings.

III. TOPICS:

FOUNDATIONAL TENETS

The following main principles are found in this course:

- Professional Growth
- Health
- Relational Practice

FOUNDATIONAL PROCESSES

This is how the foundational tenets occur in this course:

- Nursing Knowledge
- Time and Transition
- Context and Culture
- Reflective Practice
- Nursing Praxis

IV. REQUIRED RESOURCES/TEXTS/MATERIALS:

RESOURCES

Nursing students are encouraged to share references and resources which they have found through their self-directed readings and LMS discussions/postings. This forum will allow the class to move beyond the textbook towards current evidence and research related to the integral course themes. The literature and resources suggested within the learning activities are a starting point for further in-depth understanding for the general class. It is expected that each learner will read specific theories and additional articles.

Required Resources:

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

V. EVALUATION PROCESS/GRADING SYSTEM:

	Assignments	Due Date	Value
1.	Outline of Change Project	Week 4	5%
2.	Leadership Paper	Week 8	40%
3.	Change Paper	Week 11	45%
4.	Participation	Group Leadership and Postings	10%

GUIDELINES FOR WRITTEN ASSIGNMENTS

All assignments and D2L scholarly postings must be completed and satisfactory in order to be successful and receive a final grade for this course. All assignments and course work is due by midnight on the identified date.

Written assignments are to be in APA format (6th ed.) unless specifically stated otherwise. Students may lose up to 10% of the total possible mark for errors specifically related to APA formatting. Additional loss of marks may be applied for errors not specifically related to APA format.

Late assignments will not be accepted unless a new due date; established prior to the due date, has been negotiated with the course professor. Failure to comply with this process will result in a mark of zero. Late assignments may incur penalty of up to 10% per day. Extension requests must be made in advance of the due date and will be evaluated on an individual basis. Requests for extensions may require documentation which supports the request.

Professional Compartment

This course will assist the student to explore numerous topics pertaining to nurse's work and work environments. Certain topics may result in a sense of discomfort and/or the need to express one's views. Students will be encouraged to explore situations and questions, while remaining open-minded to diverse viewpoints of colleagues. Professional dialogue is encouraged.

The following semester grades will be assigned to students:

<u>Grade</u>	<u>Definition</u>	<u>Grade Point Equivalent</u>
A+	90 – 100%	4.00
A	80 – 89%	3.00
B	70 - 79%	2.00
C	60 - 69%	1.00
D	50 – 59%	0.00
F (Fail)	49% and below	
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.	

VI. SPECIAL NOTES:

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:

The provisions contained in the addendum located on the portal form part of this course outline.

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. Disability 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 Disability 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 *March* 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.