



College Document # _____

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Review Type: Edit Exp Full

CATALOG YEAR 2013-2014

COLLEGE/SCHOOL/SECTION: College of Nursing and Health Sciences

Course: Add: XX Delete:
(check all that apply) Change: Number Title SCH Description Prerequisite

Response Required: New course will be part of major minor as a required or elective course

Response Required: New course will introduce , reinforce , or apply concepts

If new, provide Course Prefix, Number, Title, **Measurable** Student Learning Outcomes, SCH Value, Description, prerequisite, and lecture/lab hours if applicable. If in current online catalog, provide change and attach text with changes in red and provide a brief justification.

Program: Delete: Add: Change: Attach new/changed Program of Study description and 4-year plan. If in current online catalog, provide change and attach text with changes in red.

Program Learning Outcomes: Add: Change: Attach listing of program learning outcomes.

Minor: Add: Delete: Change: Attach new/changed minor. If in current online catalog, provide change and attach text with changes in red.

College Introductory Pages: Add information: Change information:
Attach new/changed information. If in current online catalog, provide change and attach text with changes in red.

Other: Add information: Change information: Attach new/changed information. If in current online catalog, provide change and attach text with changes in red.

Approvals:

Signature

Date

Chair
Department Curriculum Committee

6-20-13

Chair
Department

6/20/13

Chair
College Curriculum Committee

6-20-13

Dean

6/20/13

NADM 5301 Theoretical Foundations for Advanced Practice Nursing

Three semester hours, theory only.

The focus of this course is on the exploration of selected theories and conceptual frameworks, and their relationship to nursing practice and research. Emphasis is on the utilization of theories and models in nursing as a basis for practice to provide a caring, comprehensive, and holistic approach to health care delivery within a multicultural society. Prerequisites: Admission to the MSN program or permission of faculty. **(FNP 5301)**

COURSE OBJECTIVES:

Upon completion of the course the student will be able to:

1. Describe the significance of nursing theory for advanced practice nurses. (1)
2. Analyze the components of theories adopted by nursing from other disciplines (biological, behavioral, social, organizational and natural sciences). (1)
3. Evaluate theories for applicability to advanced nursing practice. (1)
4. Apply nursing and non-nursing theories to selected advanced practice situations (direct care, research, education, or administration). (1)
5. Explore the linkages between theory, nursing practice and research. (1)

NADM 5302 Research Methods/Design in Nursing

Three semester hours, theory only.

This course focuses on the study of a variety of designs and methods of the research process to prepare students to be proficient in the evaluation and utilization of research within the clinical practice setting. Students will have the opportunity to critically examine reported research to determine the utilization of scientific knowledge in order to provide high quality nursing health care, initiate change, and improve patient outcomes. Legal and ethical issues related to research in health care are explored and discussed. The interrelationships of theory, research, and practice that serve as the basis for clinical and organizational decision-making are analyzed using informatics and statistical principles. Prerequisites: Admission to the MSN program. **(FNP 5302)**

COURSE OBJECTIVES:

Upon completion of the course, the student will be able to:

1. Critique current and relevant information needed to answer questions identified in one's nursing practice. (3)
2. Analyze the interrelationships of practice, theory, and research. (1, 3)
3. Access current and relevant data needed to answer questions identified in one's nursing practice. (3)
4. Examine legal and ethical issues in nursing research. (3, 5)
5. Utilize research knowledge to analyze the outcomes of nursing interventions, to initiate change, and to improve nursing practice. (3)
6. Utilize information systems to support nursing decision-making and to improve patient care. (3)
7. Apply evidence-based approach to patient management that critically evaluates and applies research findings to desired outcomes. (3)
8. Propose research studies pertinent to area of practice. (3)

NADM 5304 Advanced Practice Role

Three semester hours, theory only.

This course explores the advanced practice roles of educator, change agent, researcher, advocate, clinician, consultant, collaborator and manager of systems. The historical development and acceptance of the nurse practitioner and other advanced practice roles are traced through nursing practice acts, requirements imposed by state nursing boards, national certification efforts, third party payment systems, and various professional organizations. Selected issues such as the scope of practice and political, economic, and legislative influences are analyzed. Prerequisites: NADM 5301 and NADM 5302. **(FNP 5304)**

COURSE OBJECTIVES:

Upon completion of the course the student will be able to:

1. Identify how care provided by advanced practice nurses differs from that of other members of the health care team. (2, 3)
2. Articulate the differentiated advanced practice nurse roles to other health providers, policy makers, and consumers. (2, 6)
3. Foster a multidisciplinary approach to discuss strategies and garner resources to empower client populations. (4)
4. Assume the role of change agent within the health care system. (4, 5, 6)

5. Implement the advanced practice roles of educator, researcher, advocate, clinician, consultant, collaborator, and manager of systems. (1, 4)
6. Assume accountability for the quality of his/her practice. (2, 5, 6)
7. Develop and work in collaborative and interdependent relationships. (2)
8. Analyze the impact of social, economic, political, ethical, legal, and research issues on the role of the advanced practice nurse. (4, 5)

NADM 5310 Diversity and Social Issues in Health Care

Three semester hours, theory only

This course explores health care policy and financial, cultural, and ethical issues in patient care. The goal is to create leaders who provide culturally competent care and contribute to the development of policies to reduce health disparities. Prerequisite: NADM 5302. (FNP 5310)

COURSE OBJECTIVES:

Upon completion of the course the student will be able to:

1. Evaluate local, state and national socioeconomic and health policy issues and trends. (1, 5)
2. Analyze the results of policy research relevant to health care delivery. (3, 5)
3. Evaluate implications of contemporary health policy on health care providers and consumers. (3, 5)
4. Participate in legislative and policy-making activities that influence advanced nursing practice and the health of communities. (6)
5. Maintain current knowledge of the organization and financing of the health care system as it affects delivery of care. (5)
6. Advocate for culturally sensitive health care policies. (6)
7. Advocate for universal health care. (4, 6)
8. Apply cultural humility in interactions with patients. (2)
9. Evaluate ethical decision making from both a personal and organizational perspective and develop an understanding of how these two perspectives may create conflicts of interest. (1, 5)
10. Propose changes within the health care system, in order to improve access, the care delivery and health care outcomes. (4, 5)

NADM 5313 Healthcare Financial Management

Three semester hours, theory only. This course focuses on the fiscal environment faced by the nurse executive and clinical manager in complex adaptive health systems. Application with analysis of management and finance principles used in planning, control, budgeting, risk analysis and decision-making in the development of health care programs, budget formation and organizational financial evaluation given constancy of change in the health care environment is required. Correct use of financial terminology and concepts, financial management and cost accounting, and federal, state, and private insurance rules and regulations as they apply to health services is required from nurse managers and executives. Analysis of financial management constructs given reimbursement systems mandating measureable individual (patient) and organizational outcomes, care quality, and cost containment is primary.

COURSE OBJECTIVES:

Upon completion of the course the student will be able to:

1. Defines and correctly uses financial terms and concepts in health related financial discussions.
2. Analyze cost, quality, and outcomes of a health care program for a selected patient population
3. Evaluate financial management strategies for implementing cost effective nursing services within organizational culture against economic principles.
4. Examine elements of cost accounting in a healthcare organization.
5. Separate financial management enhancers from detractors for implementation of cost effective nursing services within an organization in reference to the culture of the organization and its workforce.
6. Interpret budgets and other financial information of health care programs and agencies.
7. Compare and contrast various budgets: operating or cash budget, personnel budget, supplies and equipment budget, and capital budget budgets used in health care programs and agencies.
8. Analyze the budgeting process in a health care agency related to safety, productivity, and income generated and costs incurred.
9. Apply finance planning and projection principles to program development for a selected sphere of influence¹.

10. Formulate a health care business plan utilizing business, economic principles inclusive of federal, state, and private insurance payers which affect the health care organization's finances.

NADM 5314: Health Care Law and Ethics

Three semester hours, theory only. Current legal and ethical issues related to the nurse executive in complex systems are studied. The course is structured to present theories of ethical practice and law related to health care delivery. Issues related to disclosure and confidentiality, provider relationships, exclusive contracts, restrictive covenants, and social issues such as the provision of uncompensated care, are examined. Federal, State, Labor, Natural, and Health Care law with associated ethical rights, responsibilities, and obligations of the practicing nurse in a complex and changing health environment are examined. Learners will develop a framework for working through increasingly complex legal and ethical issues that affect all members of the health team. This framework and broadened perspective will help practitioners recognize and respond to dilemmas and risks within diverse health care settings and provider roles. An overview of regulatory action associated with ethical considerations of the legislative and judicial processes will enable learners to become familiar with changes affecting the health care system.

COURSE OBJECTIVES:

Upon completion of the course the student will be able to:

1. Evaluate the diverse theories of moral obligations and the implications they have for nurse executives and managers.
2. Compare and contrast the interrelationships of the legal system with the structure, organization, and functions of the health care delivery system.
3. Illustrate where legal aspects of health care such as the right of privacy, social welfare, antitrust, corporate reorganization, institutional liability, malpractice and professional peer review intersect with ethical practice and increased risk for the health provider.
4. Appraise the complex ethical and legal dilemmas and challenges confronting nurse administrators in a complex adaptive health system.
5. Present a clinical scenario where specific laws and ethics are meshed to facilitate safe delivery of health related services.
6. Differentiate among the elements of a risk management program and the programs use to reduce the risks of legal actions.
7. Deduce current and future organizational and personal risks with their concomitant ethical issues that may result from the Health and Human Services created by the Affordable Care Act given changes in reimbursement for organizations and transparency of information for consumers.

NADM 5318 Capstone Seminar

Three semester hours theory. This course focuses on exploration of theory through participation, research, and observation of organizational functioning and nursing leadership. Students co-design practicum objectives for placement with a nursing administrator preceptor in a clinical setting with a specific focus on meeting AONE competencies and ANA standard in the roles of Entrepreneur, Educator, and Organizational planner/implementer. In each of the three seminar and practica foci emphasis begins with organizational and departmental structure and includes responsibility for a program or project agreed upon by the student, preceptor, and faculty. This course includes twelve seminars and symposia that may be held in the clinical or classroom setting for the remaining weeks in the semester. Students explore options for collaborative health projects to complete in the practicum that follows to enhance nursing engagement and leadership in the global community.

Prerequisites: 5417 and co-requisite 5319

COURSE OBJECTIVES:

Upon completion of the course the student will be able to:

1. Demonstrate synthesis of seminar information through self-managing topics of weekly postings and responses to peer postings using technology assigned.
2. Utilize selected theories of administration and organizational behavior to analyze activities within a health related agency.
3. Enact "being with" practicum preceptor using strategies to provide an environment that invites participation and task commitment from staff, coworkers, and others.
4. Analyze a systems theory in the organizational analysis of a health related agency to determine its congruency.
5. Analyze literature findings within the context of practicum site experiences.

6. Analyze the impact of environmental and organizational factors on strategic and operational interventions, and agency outcomes.
7. Construct a nursing administrative report using research findings from peer reviewed journals that synthesize goals, objectives, and a description of what is to be accomplished in each of the practicum phases.
8. Prepare an educational plan for nursing managers and staff in the culture of organizational safety area using best educational practices for nursing leaders.
9. Reflect on the culminating experience of the MS program and plan for advancement in the nursing profession.
10. Evaluate the administrative role in advocacy for patients, families, communities, and organizations in the area of health policy and social justice.
11. Commit to a self-care plan that includes healthy lifestyle changes and lifelong learning.

NADM 5319 Capstone Clinical Practicum

(Nine hours per week are spent in the clinical setting) In this course the student implements administrative principles corresponding with CCNE Master Essentials, ANA Scope and Standards of Nursing Administrative Practice and AONE competencies for Nurse Executives. The student's practicum will be divided into three sections taking place in settings other than their work environment or previous environments. Preceptor, faculty and student identify areas of focus for the practicum using ANA standards of administrative practice and AHONE competencies. The preceptee utilizes evidence-based research findings as appropriate for the precepted area and creates a working synthesis of the precepted experience that is appropriate for publication in a peer reviewed journal.

Prerequisites: 5417 and co-requisite 5318

COURSE OBJECTIVES:

Upon completion of the course the student will be able to:

1. Apply selected theoretical frameworks and research methods to examine problems encountered in each of the clinical settings.
2. Apply selected nursing and non-nursing theories to design, implement and evaluate a plan for fostering the delivery of efficient and effective administrative strategies occurring in the three precepted roles.
3. Analyze the influence of cultural beliefs of clients and health care personnel in the selected clinical site.
4. Evaluate strategies to manage cultural factors that enhance the successful coordination and integration of care provider behaviors in the clinical areas.
5. Evaluate strategies to manage cultural factors that enhance the successful coordination and integration of care provider behaviors in the precepted area.
6. Determine the influences of organizational constraints on the delivery of role product (business plan-Entrepreneur; educational plan-Educator; quality care outcomes with cost reduction-Organizational Planner/Implementer.
7. Serve as role model and resource for nurses by demonstrating competence in roles assumed in precepted areas.
8. Expand self-knowledge and practice currency using theory and research.
9. Collaborate with members of the health team in all settings to implement or enhance the nurse executive role as entrepreneur, educator, and organizational planner-implementer of quality outcomes and the culture of patient safety.
10. Incorporate use of AONE competencies and ANA Nursing administration: Scope and standards of practice.
11. Prepare for the CENP (Certified in Executive Nursing Practice) examination.

NADM 5415: Nursing Leadership in Complex Adaptive Health Systems (Design & Behavior)

Three semester hours of theory with one semester hour (6 hours/week) of clinical). This is the foundational course for nursing management within spheres of influence (unit based or service-line-based authority and organization wide authority) where nursing administrators function. Students examine organizational theory, management theory and their applications to nursing administrative leadership issues. Evidence based management and promotion of a culture of safety is approached as a basis for health related organizational development. Conceptualization of practice, emotional intelligence, ethical leadership, collaborative decision making, organizational structure and analysis, human resource management, and strategic planning, are topics covered in this introductory course.

Simulation will be used in the course

Required: 5313, 5314

COURSE OBJECTIVES:

Upon completion of the course the student will be able to:

1. Analyze your sphere of influence* and the integration of that sphere into the organization for the planning of care delivery using characteristics of complex adaptive systems.
2. Illustrate how organizational/management theory, inter-professional collaboration, emotional intelligence and a culture of safety influences the practice of your role as manager or executive.
3. Distinguish differences and similarities between types of organizational structures and nursing leadership roles, working communications, decision making and managing resources in your work organization and another found in your reading materials (i.e. bureaucracy, decentralized, hierarchical).
4. Compare the current organizational performance appraisal form for a clinical nurse against the ANA Standards of Clinical Nursing Practice and the AONE competencies.
5. Apply strategic management planning processes to achieve organizational objectives.
6. (Part 1) Connect management/organizational theory concepts with a clinical scenario (Part 2) and evaluate actions taken that would change or remain the same given the theory concepts.
7. Create a self-identified learning objective with faculty online consultation using the topic of emotional intelligence that will be implemented during the course.
8. Apply evidence based ethical leadership strategies that lead to positive outcomes in nursing and the organization.
9. Assess the 'culture of safety' within a specific institution related to delivery of patient care (safety) and organizational quality outcomes
10. Demonstrate synthesis of information from weekly class meetings and clinical applications through student lead weekly postings and responses to peer postings using technology assigned.
11. Integrate four primary concepts plus financial management (NADM 5313) from your text with ANA Scope and Standards for Nurse Administrators and the AONE Competencies for Nurse Executives.

NADM 5416: Informatics

Three semester hours theory with one credit hour (three clinical hours) in clinical computer lab. Current informational technology strategies related to the management of individuals, groups, and organizations are applied to tasks of the nurse manager/executive. Becoming knowledgeable of and competent in the use of specific resources for patient safety, care delivery, care administration, organizational management, teaching, maintaining practice currency, communicating/collaborating, budgeting, staffing, forecasting, evaluating, and delivering organizational management updates is expected. The student will develop skills in using a variety of software applications as assignments are completed and role modeling from the faculty is experienced.

Required: 5415

COURSE OBJECTIVES:

Upon completion of the course the student will be able to:

1. Examine social, ethical, and legal issues involved in computerized procedures related to health care delivery, educational processes, and organizational budgeting/forecasting, and staffing.
2. Evaluate data management and computer applications used in health care research, clinical practice, nursing and health administration, and nursing/patient/peer education.
3. Design a health care informatics project based on ANA Standards and Scope of Administrative Practice, change theory, and administrative strategies for assessing, planning, implementing, and evaluating informatics benefits or deficits to a health care agency.
4. Analyze how the use of informatics produces positive patient safety outcomes or organizational outcomes according to a selected sphere of influence¹.
5. Illustrate collaboration processes between the nurse executive and other key leaders to enhance patient care and impact clinical outcomes through use of technology.
6. Examine the structure and function of informatics within the practice model framework
7. Explore the use of technology in identifying organizational metrics related to access, outcomes, patient experience and structure.
8. Discuss methods nurse executives can use to dispel the misconceptions related to health care IT benefits and promote successful outcomes in IT use.
9. Create an innovative plan for nursing care delivery in a specific consumer/patient population at a distance.

NADM 5417 Health Care Quality & Outcome Management

Two semester theory hours with two credit hours (6 clinical hours) in administrative setting. This course builds on NADM 3416 and previous NADM courses. Topics for classroom and clinical come from previous NADM course concepts and those new to this course. They include but are not limited to monitoring and measuring quality outcomes for consumer (patient) and organization, tools for evaluating operations and care delivery systems, performance management, transformational leadership, and diverse workforces and organizational cultures. Focus will be on executive functions of the nurse manager. Analysis, synthesis and application of management science to address current and emerging change and transition in health care systems is expected. Leadership styles for quality/cost management, with a focus on transformational leadership, will be explored and experienced. Organizational theories will continue to be foundational to course work. Simulation will be used.

Required: NADM 5416

COURSE OBJECTIVES:

Upon completion of the course the student will be able to:

1. Evaluate reasoning and importance for the Health Care Quality & Outcomes Management in relationship to methods of implementation, quality measurements, payers, providers, and consumers (patients) to manage quality and cost containment.
2. Design a plan which utilizes the steps of evidence-based strategic planning, in human resource management, budget, and operations management at executive and managerial levels in your work site.
3. Create a results based scenario in which the nurse executive is mediating an event where culture of the organization, culture of the consumer, and culture of the care provider is in contention.
4. Collaborate with stakeholders in the development of theory and evidence-based program plans for quality outcomes in the care delivery process at both executive and managerial levels.
5. Create an innovative approach, not currently used in your facility, for hiring, staffing, compensating, evaluating, retaining, evaluating and managing staff resources.
6. Present a training program for managers and staff in an administrative area of your choice to your preceptor and the institution based on AONE and best practice guidelines.
7. Demonstrate synthesis of information from weekly class meetings and clinical applications through weekly postings and responses to peer postings using technology assigned.
8. Participate in role actualization activities of the transformational nurse executive using the examples of obtaining quality outcomes, increase of engagement in cost/quality planning for inter-professional team members, cost reduction with high quality productivity and care safety increase.