Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should <u>not</u> be used to purchase course materials.

COURSE SYLLABUS

NURS 491
NURSING MANAGEMENT

COURSE DESCRIPTION

This seminar course provides an overview of organizational theory, management theory, and change theory. The course examines nursing staffing patterns, patient care technology, information management, and communication between healthcare providers. Healthcare policies, including financial and regulatory influences are also reviewed. The course uses several techniques such as evidence based research, self-reflection, therapeutic communication, and critical thinking skills to gain understanding in nursing management.

RATIONALE

It is imperative that Liberty University graduating nurses grasp theories and concepts related to the management of the patient care environment. This includes communication to various stakeholders, as well as understanding conflict management. The graduate nurse must also understand how to manage resources (human, financial, and supply). The current healthcare setting requires nurses to be knowledgeable about new patient care technology, information systems, and unit staffing patterns. Changing healthcare policies and regulations require nurses to be knowledgeable about hospital management.

I. PREREQUISITE

For information regarding prerequisites for this course, please refer to the Academic Course Catalog.

II. REQUIRED RESOURCE PURCHASE

Click on the following link to view the required resource(s) for the term in which you are registered: http://bookstore.mbsdirect.net/liberty.htm

III. ADDITIONAL MATERIALS FOR LEARNING

A.   Computer with basic audio/video output equipment

B.   Internet access (broadband recommended)

C.   Microsoft Word and PowerPoint

IV. MEASURABLE LEARNING OUTCOMES

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

A.   Analyze the impact of nurse managers as change agents on nurse-driven quality indicators and on healthcare policy at the local and national levels.

B. Identify organizational variables that impact professional nurse practice, including the evaluation of patient care and delivery systems.

C. Relate the principles and barriers to scientific inquiry while researching implementation of evidence-based practice at the bedside.

D. Describe the importance of nursing informatics and healthcare technology and their impact on nursing practice, education, and research.

E. Explain the influence the nurse manager has on the healthcare finances (unit, hospital, local, and national levels).

F. Explain conflict resolution, negotiation, and collaborative care teams and their impact on patient care quality.

G. Summarize the impact of the Affordable Healthcare Act on the nursing profession.

H. Apply a Christian worldview to the role of the professional nurse manager.

V. **COURSE REQUIREMENTS AND ASSIGNMENTS**

A. Textbook readings, lecture presentations, and websites

B. Course Requirements Checklist

After reading the Course Syllabus and Student Expectations, the student will complete the related checklist found in Module/Week 1.

C. Discussion Board Forums (4)

Discussion boards are collaborative learning experiences. Therefore, the student will create a thread in response to the provided prompt for each forum. Each thread must be at least 700 words, cite at least 4 scholarly sources, and demonstrate course-related knowledge. Each thread will consist of two parts. In addition to the thread, the student will reply to the threads of at least 2 classmates. Each reply must be at least 400 words, cite at least 2 scholarly sources, and integrate a biblical worldview by including at least 2 biblical references. All citations must be in current APA format.

D. Living the Nursing Code of Ethics

The student will write a paper that is at least 3 pages and focuses on common ethical dilemmas faced by nurse managers. The paper must include at least 3 peer-reviewed references that are less than 5 years old. A title page and reference page must also be submitted, but they do not count toward the length requirement. The paper must be in current APA format.

E.   Impact of Healthcare Reform

The student will work in a team to create a PowerPoint presentation that is at least 20 slides and details the impact of the Affordable Care Act. This presentation will focus on the impact of Healthcare Reform on a chosen nursing specialty. Each team member will be responsible for at least 2 peer-reviewed references that are less than 5 years old. In addition to the final presentation, each team member will submit a team evaluation form prior to the final submission. Current APA format must be used.

F.   Nehemiah: Managing through Change

The student will write a 5–7-page paper that focuses on Nehemiah's managerial skills while leading during a period of significant change. The paper must include at least 3–5 peer-reviewed references that are less than 5 years old in addition to the Bible. A title page and reference page must also be submitted, but they do not count toward the length requirement. The paper must be in current APA format.

G.   Evidence-Based Practice Project

Part 1:

From the perspective of a nurse manager, the student will choose a current nursing practice in his or her work area that does not follow currently accepted evidence-based practice. The student will then create a teaching tool that explains the necessary changes for that practice to his or her staff. This tool must be creative (some ideas are a PowerPoint presentation, video, or brochure). The project must include at least 4 peer-reviewed references that are less than 5 years old. A reference page in current APA format must be included.

Part 2:

In addition to Part 1, the student must also write a paper considering the audience, the impact of change, change theory, and organizational constraints. The paper must include how the chosen media will attract the attention and impact the learning of the staff nurse. In addition, it must include 2–3 peer-reviewed references that are less than 5 years old. A title page and reference page must also be submitted. The paper must be in current APA format.

H.   One Person, Many Roles

Throughout this course, the student will learn about many of the roles filled by the nurse manager. The student will discuss managerial concepts/roles using a PowerPoint that is at least 15 slides with a notes section detailing the nurse manager role. The student must also consider his or her potential for managerial leadership. References must include the text, the Nursing Code of Ethics, the Bible, and at least 1 peer-reviewed reference that is less than 5 years old. A title slide, introduction, conclusion, and reference slide in current APA format must be included, but they do not count toward the overall slide requirement.

VI. **COURSE GRADING AND POLICIES**

    A.   Points

Course Requirements Checklist	10
Discussion Board Forums (4 at 100 pts ea)	400
Living the Nursing Code of Ethics	75
Impact of Healthcare Reform	
Team Selection	0
Team Contract	0
Team Evaluation	0
Team Presentation	125
Nehemiah: Managing through Change	175
Evidence-Based Practice Project	
Part 1	75
Part 2	75
One Person, Many Roles	75
Total	1010

    B.   Scale

    A = 900–1010 B = 800–899 C = 700–799 D = 600–699 F = 0–599

    C.   Disability Assistance

    Students with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

COURSE SCHEDULE

NURS 491

Textbook: Finkelman, *Leadership and Management for Nurses* (2016).

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Finkelman: chs. 1–2 2 presentations 2 websites	Course Requirements Checklist Class Introductions DB Forum 1 Living the Nursing Code of Ethics IHR: Team Selection	10 0 100 75 0
2	Finkelman: chs. 3, 5 1 presentation	DB Forum 2 IHR: Team Contract	100 0
3	Nehemiah 1–13 1 presentation	Nehemiah: Managing through Change	175
4	Finkelman: chs. 4, 8–9, 11; IOM Report (ch. 1: p. 4) 1 presentation	DB Forum 3	100
5	Finkelman: chs. 16, 20 1 presentation 1 website	Evidence-Based Practice Project: Part 1	75
6	Finkelman: chs. 17–19 1 presentation	DB Forum 4 Evidence-Based Practice Project: Part 2	100 75
7	Finkelman: Appendix B 1 presentation	IHR: Team Evaluation IHR: Team Presentation	0 125
8	1 presentation 1 website	One Person, Many Roles	75
		TOTAL	**1010**

DB = Discussion Board
IHR = Impact of Healthcare Reform

NOTE: Each course module/week (except Module/Week 1) begins on Tuesday morning at 12:00 a.m. (ET) and ends on Monday night at 11:59 p.m. (ET). The final module/week ends at 11:59 p.m. (ET) on **Friday**.