

POINT LOMA NAZARENE UNIVERSITY
School of Nursing
GNSG 708 Healthcare Leadership Perspectives

Faculty reserves the right to make necessary schedule changes to this syllabus as the semester progresses.

Every attempt will be made to minimize the inconvenience to the student in the event of a change to the syllabus. Students will be notified of changes via eclass announcement section, with accompanying email notification, in a timely manner.

CREDITS: 2 units

PLACEMENT: second year, fourth semester

<u>FACULTY:</u>	Name(s) and credentials	Rank
	Phone number(s): Office, Pager	Office #

*Office hours by appointment, as posted.

PREREQUISITES: None

COREQUISITES: None

Note: A minimum grade of "B-" must be achieved in all co-requisite courses in order to progress in the program.

CATALOG DESCRIPTION:

This course analyzes how service, values, culture, diversity, and internal and external forces of change influence organizational behavior and effectiveness. Through reflective practice, students examine and design innovative strategies to improve and transform organizations. Interprofessional collaboration initiatives and advanced practice nursing roles will be explored. The *ANA Scope and Standards of Practice for Nursing Administration* will be incorporated.

HOURS: GNSG 708 meets TBD
Day(s) of the week TBD

COURSE COMPETENCIES: Upon completion of GNSG 708 the student will meet the following course competencies:

- **INQUIRING FAITHFULLY**

Knowledge, skill and behavior of the evidence-based practice of nursing which integrates growth in reasoning, analysis, decision-making and the application of theory with the goal of advocating for others and/or self. This includes holistic nursing skills and the nursing process.

- a) Students will construct a personal understanding of service, values, culture and diversity relating to organizational behavior and effectiveness (DNP Essential 2, 5, 6, 8) (ANA Standard 1-6, 8, 9, 10, 12, 13, 15)
- b) Students will critique resources (ie. IPE Collaborative) as a benchmark for healthcare leadership. (DNP Essential 2, 4, 6, 8) (ANA Standard 7, 9, 11, 14, 15)

- **FOLLOWING FAITHFULLY**

Defined as claiming the challenge from Florence Nightingale that nursing is a “divine imposed duty of ordinary work.” The nursing student integrates the *ordinary work* by complying with and adhering to regulatory and professional standards (e.g. ANA Code of Ethics, the California Board of Registered Nursing, Scope of Nursing Practice, SON Handbook). This includes taking responsibility, being accountable for all actions and treating others with respect and dignity.

- a) Students will appraise reflective practice as a means of personal growth and development (DNP Essential 2, 6, 8) (ANA, Standard 7, 8, 9, 12, 15)
- b) Students will appraise reflective practice as a mechanism for influencing change (DNP Essential 2, 6, 8) (ANA Standard 7, 8, 9, 10, 11, 12, 15, 16)
- c) Students will create an education plan incorporating the roles and responsibilities of the interprofessional team. (DNP Essential 2, 4, 5, 6, 8) (ANA Standard 7, 8, 9, 10, 11,15, 16)

- **COMMUNICATING FAITHFULLY**

A dynamic interactive process that is intrapersonal and interpersonal with the goal of advocating for others and/or self. Effective, culturally appropriate communication conveys information, thoughts, actions and feelings through the use of verbal and nonverbal skills.

- a) Students will develop a plan of communicating their organizational leadership philosophy (DNP Essential 2, 6,8) (ANA Standard 1-6, 9, 10, 11, 12, 13, 15) (ACRL Standard 1, 3, 4)
- b) Students will execute a plan of communicating their organizational leadership philosophy (DNP Essential 2, 6, 8) (ANA Standard 9, 10, 11, 12, 15) (ACRL Standard 1, 3, 4)
- c) Students will create an interprofessional education plan incorporating communication practices of the healthcare team. (DNP Essential 2, 4, 5, 6, 8) (ANA Standards 7, 8, 9, 10, 11, 12, 15, 16)

- **LEADING FAITHFULLY**

The foundational relationship with Christ and others as we embrace a willingness to serve others in the midst of life circumstances (e.g., illness, injustice, poverty). Role-modeling the need for “Sabbath Rest” as a means of personal renewal, and true care of the self, so that service to others is optimally achieved. Characteristics of a servant leader include: humility, courage, forgiveness, discernment.

- a) Students will explore service and self-care as a means for organizational leadership and effectiveness (DNP Essential 2, 8) (ANA Standard 9, 10, 12, 15, 16)
- b) Students will create a work plan incorporating service, values, culture, and diversity as part of a leadership philosophy (DNP Essential 2, 5, 6, 8) (ANA Standard 1-6, 7, 8, 9, 10, 11, 12, 14, 15)

- **CARING FAITHFULLY**

A calling to the ministry of compassionate care for all people in response to God’s grace, which aims to foster optimal health and bring comfort in suffering and death.

- a) Students will influence internal and external forces of change to improve processes for optimal outcomes (DNP Essential 2, 6) (ANA Standard 1-6, 7, 9, 12, 14, 15, 16).
- b) Students will create an education plan incorporating values and ethics for interprofessional practice. (DNP Essential 2, 4, 5, 6, 8) (ANA Standards 7, 8, 9, 10, 11, 12, 15, 16)

COURSE CONTENT OUTLINE: (OR TOPIC OUTLINE)

What is organizational behavior?

Interprofessional collaboration-utilizing the Interprofessional Practice Education (IPE) Collaborative

How service, values, culture, diversity influence organizational behavior

How internal and external forces of change influence organizational behavior

Reflective practice

ANA Scope of Practice for Nursing Administration

TEACHING STRATEGIES:

METHODS OF EVALUATION:

Exams:

Assignments:

ACADEMIC POLICIES

University: Per the PLNU Undergraduate Catalog,

- “**Academic dishonesty** such acts include plagiarism, copying of class assignments, and copying or other fraudulent behavior on examination. If faculty believes a situation involving academic dishonesty has been detected, they may assign a failing grade for that particular assignment or examination, and/or the course.”

- While all students are expected to meet the minimum standards for completion of their courses as established by the instructor, students with disabilities may require academic accommodations. All such students in Point Loma Nazarene University graduate-level programs are requested to discuss options with the program director (department chair or school dean) during the first two weeks of class or as soon as practicable. Each department, school, or regional center has a non-faculty administrator designated to assist students in filing documentation in a timely manner. The admissions counselor and/or program administrative assistant has a list of persons designated to assist students. This policy assists the university in its commitment to full compliance with Section 504 of the Rehabilitation Act and the Americans with Disabilities Act (ADA). Section 504 (a) prohibits discrimination against students with special needs and guarantees all qualified students equal access to and benefits of PLNU programs and activities. Once documentation is filed, students may contact instructors to discuss reasonable and appropriate accommodations to meet individual learning needs.
- Graduate attendance: “Regular and punctual attendance at all class sessions is considered essential to optimum academic achievement. Therefore, regular attendance and participation in each course are minimal requirements. Absences are counted from the first official meeting of the class regardless of the date of the student's enrollment. If more than 20 percent of the classes are reported as missed, the faculty member may initiate the student's de-enrollment from the course without advance notice to the student. If the date of de-enrollment is past the last date to withdraw from a class, the student will be assigned a grade of "F" or "NC." There are no refunds for courses where a de-enrollment was processed.” (See catalog for full text)
- “**Examinations** may be deferred due only to illness or because of other equally valid conditions over which the student has no control”. Extenuating circumstances will be determined by the faculty of record.
- University final exam schedule : <http://www.pointloma.edu/Academics/AcademicCalendar.htm>. Final exams may not be taken early and travel plans need to be made accordingly. Extenuating circumstances will be determined by the faculty of record.
- Course grade appeal may be used when a student believes the syllabus was not followed in the grade calculation or if it is thought that grading was done in a capricious and arbitrary manner. The appeal policy does not include student dissatisfaction with a grade based on the faculty member’s professional judgment. A Course Grade Appeal Form is available from the Vice Provost for Academic Administration and must be filed within one year from the end of the course in which the grade was given.

SPIRITUAL CARE

PLNU Main Campus and Mission Valley:

Spiritual Care – please be aware that PLNU strives to be a place where you grow as whole persons. To this end we provide resources for our graduate students to encounter God and grow in their Christian faith. At the PLNU main campus and Mission Valley, Arcadia and Bakersfield campuses we have an onsite chaplain. Please check out the PLNU’s web site link for more information about your site

chaplain and other spiritual resources.:

http://www.pointloma.edu/SpiritualDevelopment/Graduate_Students.htm.

<[%20%0b](http://www.pointloma.edu/SpiritualDevelopment/Graduate_Students.htm)>

School of Nursing:

- **Grading Scale** to be used for all exams and final course grades:

93-100% = A

90 - 92% = A-

87 – 89% = B+

84 – 86% = B

81 – 83% = B- - Must have minimum of B- to progress in the program

78 – 80% = C+

75 – 77% = C

73 – 74% = C-

71 – 72% = D+

68 – 70% = D

Below 68% = F

- Electronic Mail:

The School of Nursing has a continuing requirement for all graduate nursing students to have a PLNU email account and students are expected to check this account **Monday - Friday except holidays**. The faculty will use this account to communicate course related material with you. Scholarship notices and other important information will be posted to this account.

- Communication Devices:

Please turn all pagers, cell phone, or other communication devices to silent during class. You may check messages and handle personal business during break times.

- Academic Integrity:

Students are expected to pursue their academic careers with the highest integrity in all aspects of their work. Academic dishonesty includes, but is not limited to, cheating on a test or other coursework, plagiarism (offering the work of another as one's own), and unauthorized collaboration with another person. Copying another student's paper or any portion of it is plagiarism. Additionally, copying any portion of published material (e.g., books or journals) without adequately documenting the source is plagiarism. If five or more words in sequence are taken from a source, those words must be placed in quotes and the source referenced with author's name, date of publication and page number of publication. If the author's ideas are rephrased, by transposing words or expressing the same idea using different words, the idea must be attributed to the author by proper referencing, giving the author's name and date of publication. If a single author's ideas are discussed in more than one paragraph, the author must be referenced at the end of each paragraph. Authors whose words or ideas have been used in the preparation of a paper must be in the references cited at the end of the paper. Students found guilty of dishonesty in their scholastic pursuits are subject to penalties, which may include suspension or expulsion from the University. School policies are discussed in the Student Handbook and are available.

- The Course Instructor has the authority to determine the schedule and re-scheduling of examinations.
- All assigned course work must be completed to receive a final course grade

- A grade of at least a “B-” in each nursing theory, prerequisite, and/or co requisite course is required in order to progress to the next course or level. The nursing theory and related clinical courses must be taken concurrently and the student must receive a passing grade of “Credit” in the clinical course in order to progress to the next course or level.

Course Specific –

Class Participation and Attendance:

Class attendance and participation is vital to the learning process and success of the course; therefore, it is an expectation that all students will be present and participate in class discussion on a consistent basis. These discussions will be based on the assigned reading with integration of clinical examples from the student’s practice.

TEXTBOOKS: Please list in APA format and include the ISBN

- Required:
- Recommended:

PORTFOLIO REQUIREMENT: At the completion of each course, students are expected to submit a portfolio as part of the evaluation process. The portfolio provides evidence supporting professional development and attainment of PLNU SON graduate competencies. For this course, suggested forms of evidence include:

REQUIRED LEARNING ACTIVITIES: In this section, list all required assignments (such as papers, bib. cards, teaching projects or presentations). For each assignment, include the following information:

- Title & Description
- Competencies/Objectives
- Guidelines and Instructions, with Due Date
- Grading Criteria or Rubric

Information for clinical sessions should be formatted as follows:

POINT LOMA NAZARENE UNIVERSITY
School of Nursing
TITLE OF COURSE – Clinical
GNSG ___ - FALL or SPRING 20 __

Faculty reserves the right to make necessary schedule changes to this syllabus as the semester progresses

Every attempt will be made to minimize the inconvenience to the student in the event of a change to the syllabus. Students will be notified of changes via eclass announcement section, with accompanying email notification, in a timely manner.

CREDITS:

PLACEMENT:

FACULTY: Include Adjuncts

Name(s) and credentials	Rank
Phone number(s): Office, Pager	Office #

*Office hours by appointment, as posted.

PREREQUISITES: Same as GNSG _____ (Theory)

Note: A minimum grade of “B-” must be achieved in all prerequisite courses for course eligibility.

COREQUISITES: GNSG _____ (Theory)

Note: A minimum grade of “B-” must be achieved in all co-requisite courses in order to progress in the program.

CATALOG DESCRIPTION:

HOURS:

GNSG ___ - Section ___ meets (days/times)_____ Instructor _____
GNSG ___ - Section ___ meets (days/times)_____ Instructor _____

COURSE COMPETENCIES: Upon completion of GNSG ___ the student will meet the following course competencies:

- CRITICAL THINKING
- THERAPEUTIC NURSING INTERVENTIONS
- COMMUNICATION
- SERVICE
- SPIRITUALITY

METHODS OF EVALUATION: Students must meet a minimum of 90% of the standards listed on the *Clinical Evaluation Form* to receive “Credit”.

ACADEMIC POLICIES – Same as GNSG _____ (Theory), including

- Make up for clinical hours is at the discretion of the faculty. All clinical (i.e. on-campus, skills lab, clinical sites) hours must be made up. It is the responsibility of the student to initiate communication regarding arrangements for make up. Failure to make up clinical hours will result in a “no credit” for the clinical practicum and an incomplete for the co-requisite theory course.

Course Specific :

It is the student’s responsibility to insure that current copies of their RN License, HIPPA certificate, CPR card and TB test are on file in the MSN office. Any student with expired clinical requirements will not be permitted in the clinical facility until the deficiency has been resolved and any clinical hours that are done during this time period will not be credited. A final grade will not be posted until all clinical paperwork has been received by the course instructor

REQUIRED TEXTBOOKS: Same as GNSG _____ (Theory)

PORTFOLIO REQUIREMENT: At the completion of each course, students are expected to submit a portfolio as part of the evaluation process. The portfolio provides evidence supporting professional development and attainment of PLNU SON graduate competencies. For this course, suggested forms of evidence include:

REQUIRED LEARNING ACTIVITIES: In this section, list all required assignments (such as journals, care plans/maps, clinical logs, etc).

Information for each on-campus/laboratory session should be formatted as follows:

TOPIC:

COMPETENCIES: Upon completion of the class session and discussion, the student will be able to:

- 1.
- 2.

RELATED STUDENT ACTIVITIES: (i.e. readings or videos, etc.)

- 1.
- 2.

Per BRN, above format to be used for each class session in order to maintain consistency for students.