School of Nursing

NRS 4030: Leading Faithfully in Diverse Health Systems (4 units)

Fall 2023

Online Asynchronous	Instructor Contact Info:
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Placement: RN/BSN Term 4	**Office hours: By request**
Final Exam: N/A	

PLNU Mission

To Teach ~ To Shape ~ To Send

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service becomes an expression of faith. Being of Wesleyan heritage, we aspire to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

SON Vision Statement

The School of Nursing at Point Loma Nazarene University embraces, as a covenant, the commitment to excellence within a dynamic Christian environment in which each one will engage in the sacred work of nursing. This sacred work involves symbolically removing one's shoes in service of others.
   Take off your sandals for the place you are standing is holy ground. Exodus 3:5 NIV

SON Mission Statement

The School of Nursing at Point Loma Nazarene University exists to support the university Wesleyan mission and to provide an interdisciplinary learning program of excellence. Graduates of the SON are distinctly identified by grace, truth and holiness, serving others after the example of Christ, as they are sent to fulfill their calling as professional nurses.

So He got up from the meal, took off His outer clothing, and wrapped a towel around His waist. After that, He poured water into a basin and began to wash His disciple's feet, drying them with a towel that was wrapped around Him. John 13: 4-5 NIV

Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet. I have set you an example that you should do as I have done for you. John 13: 14-15 NIV

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 Canvas announcement section, with accompanying email notification, in a timely manner.

COURSE DESCRIPTION

NRS 4030 Leading Faithfully in Diverse Health Systems (4 units)

This course explores nursing theory as it relates to trends and issues in healthcare management including analysis and synthesis of the professional nurse role. Reflective practice focuses on leadership theories and styles within multiple healthcare environments. Content includes nursing theory as it relates to leadership/management principles, career development, communication, leading change, problem solving/decision making, coordinating client care, conflict management, disaster management, cultural diversity, managing personal and organizational resources, legal-ethical-and-political influences on the professional nurse role.

Pre-Requisite: Active California RN License, Completion of WRT 3000, NRS 3050/3051, SCL 3002, NRS 3060, BST 3004, NRS 4020/4021, and SCL 4002

Co-Requisite: NSG 4031 (1 unit) Leading Faithfully in Diverse Health Systems: Practicum

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

PROGRAM LEARNING OUTCOMES

Upon completion of the program, you will be able to achieve the following outcomes:

PLO 1: Inquiring Faithfully
Student will demonstrate 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.	
1.1 Integrate scientific findings to promote patient outcomes and wellness	**1.2** Apply evidence and clinical judgment in the delivery of care
PLO 2: Caring Faithfully The student will embrace 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.	
2.1 Demonstrate Christian servant leadership through holistic compassionate care	**2.2** Utilize ethical principles in promoting health of diverse individuals and populations
PLO 3: Communicating Faithfully The student will actively engage in the dynamic interactive process that is intrapersonal and interpersonal with the goal of advocating for others and/or self. This includes effective, culturally appropriate communication that conveys information, thoughts, actions and feelings through the use of verbal and nonverbal skills.	
3.1 Incorporate information and communication technologies to facilitate optimal care of patients, nurses, and organizations	**3.2** Participate in interprofessional healthcare teams to influence positive patient outcomes across the lifespan
PLO 4: Following Faithfully Defined as claiming the challenge from Florence Nightingale that nursing is a "divine imposed duty of ordinary work." The nursing student will integrate 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.	
4.1 Implement health policies to improve care of diverse patients, communities, and populations	**4.2** Develop as a professional nurse through self-reflection, accountability, and life-long learning processes
PLO 5: Leading Faithfully The student will incorporate a foundational relationship with Christ and others and embrace a willingness to serve others in the midst of life circumstances (e.g., illness, injustice, poverty). The student will role-model 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. The student will incorporate the characteristics of a servant leader including: humility, courage, forgiveness, discernment.	
5.1 Demonstrate systems-thinking to enhance access, quality, and cost effectiveness across the healthcare delivery continuum	**5.2** Apply evidence-based, quality improvement principles to improve patient care delivery

COURSE LEARNING OUTCOMES

This course is mapped to the:

- Program Learning Outcomes (PLO)
- American Association of Colleges of Nursing Essentials, 2021: Domains, Competencies, Sub-Competencies (AACN)
- Public Health California Code of Regulations: Qualifications and Requirements (PHCCR)

Upon completion of this course, you will be able to:

1. **Utilize evidence-based intervention to improve outcomes and safety in the delivery of care to optimize health outcomes.**
   PLO 1.1, 1.2
   PHCCR 1491-4
   AACN Essentials 5.1a, 5.1b, 5.1f

2. **Synthesize original research and evidence summaries for translation into clinical practice.**
   PLO 1.1, 1.2
   PHCCR 1491-4
   AACN Essentials 4.1b, 4.1g, 4.2c, 10.3d

3. **Promote factors that create a culture of safety, diversity, equity, and inclusion in compassionate, holistic care.**
   PLO 2.1, 2.2
   PHCCR 1491-4
   AACN Essentials 2.1b, 2.8f, 9.6a, 10.1a, 10.2c

4. **Incorporate effective communication techniques, including negotiation and conflict resolution to produce positive professional working relationships.**
   PLO 3.1
   PHCCR 1491-4
   AACN Essentials 6.4c, 8.1c, 8.1d, 8.2e

5. **Examine teambuilding and collaborative strategies when working with peers and interprofessional teams.**
   PLO 3.2
   PHCCR 1491-4
   AACN Essentials 6.2c, 6.4a

6. **Investigate state and national statutes, rules and regulations that authorize and define professional nursing practice.**
   PLO 4.1
   PHCCR 1491-4: C, F, G, H & L
   AACN Essentials 1.1a, 9.5b, 9.6b

7. **Develop as a professional nurse through self-reflection, accountability, and lifelong learning processes.**
   PLO 4.2
   PHCCR 1491-4: C, F, G, H & L
   AACN Essentials 1.1b, 10.2a

8. **Compare the concept of servant leadership theory to other theories of leadership in effectiveness of reflecting Christ's love.**
   PLO 5.2
   PHCCR 1491-4
   AACN Essentials 1.3b, 10.3a, 10.3b, 10.3c

9. **Demonstrate the concept of leadership theories through scholarly activities to advance the nursing profession.**
   PLO 5.2
   PHCCR 1491-4
   AACN Essentials 4.1d, 4.1f, 4.2a, 4.2b

REQUIRED LEARNING RESOURCES

- Lippincott CoursePoint for Huston: *Leadership Roles and Management Functions in Nursing*, (11th ed.). Wolters Kluwer.
- Rector, C., and Stanley, M.J. (2021). *Community and Public Health Nursing: Promoting the Public's Health*, (10th ed.). Wolters Kluwer.
  - **NOTE:** Students are responsible to have the required textbooks prior to the first day of class. Students are also encouraged to begin reading the books in preparation for the class as soon as possible.
- Textbook access can be purchased by following this link: Fall 2023 Lippincott Discount Purchase LinkLinks to an external site.
- Once the textbook has been purchased, it can be accessed at The Point Student Website. If you don't already have access to Lippincott CoursePoint for Huston: *Leadership Roles and Management Functions in Nursing*, (11th ed.). Wolters Kluwer, redeem your **ACCESS CODE** and complete registration at http://thePoint.lww.com/activateLinks to an external site..
- Once you have redeemed your Access Code and are logged in to thePoint, from the **"My Content"** page, click **Launch CoursePoint** for *Lippincott CoursePoint for Huston: Leadership Roles and Management Functions in Nursing, (11th ed.)*
- On the content homepage, select "Join a Class", enter your **CLASS CODE: D6963EDA**, and click "Join this Class"

SON GRADING POLICIES

- **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-
78 – 80%	=	C+
75 – 77%	=	C
73 – 74%	=	C-
71 – 72%	=	D+
68 – 70%	=	D
Below 68%	=	F

- All assigned course work must be completed to receive a final course grade and progress in the program.
- All assignments are to be submitted as specified by faculty, including assignments posted in Canvas or completed in practicum.
- In order to receive a passing grade in the course, the student must achieve a cumulative average of 75% on all tests. Grades/points will not be rounded. For example: 80.5% does not round to 81% resulting in a grade of C+ instead of a B-. A grade of less than a "C" (below 75%) prohibits the student from continuing in the nursing program until the course is repeated with a satisfactory grade of ≥ C.
- A grade of at least a "C" 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.
- Throughout the curriculum students may repeat one nursing or prerequisite course. With the need for a second repeat of any nursing course the student will be dismissed from the nursing program.
- Students in all SON programs must earn a passing grade for a course's signature assignment in order to pass a course.
- Students must be present for the signature assignment presentations in order to earn any credit/points for the entire assignment.

METHODS OF ASSESSMENT & EVALUATION

COURSE Content Outline (TOPIC Outline)

WEEK	Format	Content	PHCCR 1491
1	ONLINE	Orientation to NRS 4030	

2	ONLINE	Leading Change EBP	4 E, G, I
3	ONLINE	Leadership & Management	4 I, K
4	ONLINE	Disaster Management Community Assessment	4B, 4F-G, 4L
5	ONLINE	Communication Self Care	4C, G
6	ONLINE	Professional Growth & Development Lateral Violence	4J
7	ONLINE	Conflict Management Delegation	4D, 4K
8	ONLINE	Ethical and Political Influences on Professional Nurse	4 I, K

Category	Time Expected in Hours
Required Reading	51 Hours
Discussions	20 hours
Assignments	49 Hours
Total Hours	120 Hours

Graded Course Components:

- **Weekly Online Discussions: 20%**
- **Group Case Studies: 10%**
- **Weekly assignments: 20%**
- **Participation 5%**

The final projects for this course:

- **Individual EBP paper: 25%**
- **Disaster Management Papers: 20%**

Concurrent clinical experience in partial fulfillment of Public Health California Code of Regulations (PHCCR) 1491 and in accordance with the American Public Health Association's (APHA) definition and practice of public health nursing (Section 2013):

Public health nursing is a specialty practice within nursing and public health. It focuses on improving population health by emphasizing prevention and attending to multiple determinants of health. Often used interchangeably with community health nursing, this nursing practice includes advocacy, policy development, and planning, which addresses issues of social justice.

GRADING POLICIES⊛

Grading Scale to be used for final course grades:

93 - 100%	=	A
90 – 92%	=	A-
87 – 89%	=	B+
84 – 86%	=	B
81 – 83%	=	B-
78 – 80%	=	C+
75 – 77%	=	C
73 – 74%	=	C-
71 – 72%	=	D+
68 – 70%	=	D
Below 68%	=	F

- All assigned course work must be completed to receive a final course grade and progress in the program.
- All assignments are to be submitted as specified by faculty, including assignments posted in *Canvas* or completed in practicum.
- To receive a passing grade in the course, the student must achieve a cumulative average of 75% on all assignments. Grades/points will not be rounded. For example: 80.5% does not round to 81% resulting in a grade of C+ instead of a B-. A grade of less than a "B-" (Below 75%) prohibits the student from continuing in the nursing program.
- A grade of at least a C in each nursing theory, prerequisite, and/or co requisite course is required 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 to progress to the next course or level.
- 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.

CONTENT WARNING

I acknowledge that each of you comes to PLNU with your own unique life experiences. This contributes to the way you perceive various types of information. In this *NRS4030 Leading Faithfully in Diverse Health Systems* course, all of the class content, including that which may be intellectually or emotionally challenging, has been intentionally curated to achieve the learning goals for this course. The decision to include such material is not taken lightly. These topics include compassionate care, death and dying, lateral violence, nurse burnout, risk for suicide, and disaster. If you encounter a topic that is intellectually challenging for you, it can manifest in feelings of discomfort and upset. In response, I encourage you to come talk to me or your friends or family about it. Class topics are discussed for the sole purpose of expanding your intellectual engagement in the area of nursing research and evidence-based practice, and I will support you throughout your learning in this course.

INCOMPLETE AND LATE ASSIGNMENTS
All assignments are to be submitted by the due dates. There will be a 10% reduction of possible points for **each day** an assignment is late, and assignments will **not be** accepted for credit four days after the due date. Day 1 starts on the specified due date/time. Assignments will be considered late if posted after the due date and time using Pacific Standard Time. No assignments will be accepted after 2359 on Sunday night of the last week of class. Incompletes will only be assigned in extremely unusual circumstances.

STATE AUTHORIZATION (⊛ FOR FULLY ONLINE COURSES ONLY)

State authorization is a formal determination by a state that Point Loma Nazarene University is approved to conduct activities regulated by that state. In certain states outside California, Point Loma Nazarene University is not authorized to enroll online (distance education) students. If a student moves to another state after admission to the program and/or enrollment in an online course, continuation within the program and/or course will depend on whether Point Loma Nazarene University is authorized to offer distance education courses in that state. It is the student's responsibility to notify the institution of any change in his or her physical location. Refer to the map using the below link to view which states allow online (distance education) outside of California. https://www.pointloma.edu/offices/office-institutional-effectiveness-research/disclosures

PLNU COPYRIGHT POLICY

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law.

PLNU SPIRITUAL CARE
Please be aware PLNU strives to be a place where you grow as whole persons. To this end, we provide resources for our students to encounter God and grow in their Christian faith.

If students have questions, a desire to meet with the chaplain or have prayer requests you can contact your professor or the [Office of Spiritual Life and Formation](#).

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PLNU ACADEMIC HONESTY POLICY

Students should demonstrate academic honesty by doing original work and by giving appropriate credit to the ideas of others. Academic dishonesty is the act of presenting information, ideas, and/or concepts as one's own when in reality they are the results of another person's creativity and effort. A faculty member who believes a situation involving academic dishonesty has been detected may assign a failing grade for that assignment or examination, or, depending on the seriousness of the offense, for the course. Faculty should follow and students may appeal using the procedure in the university Catalog. See [Academic Policies](#) for definitions of kinds of academic dishonesty and for further policy information.

ARTIFICIAL INTELLIGENCE (AI) POLICY

Use of Artificial Intelligence (AI) tools (e.g, ChatGPT, iA Writer, Marmot, Botowski) is not permitted, and use of these tools will be treated as plagiarism.

PLNU ACADEMIC ACCOMMODATIONS POLICY

PLNU is committed to providing equal opportunity for participation in all its programs, services, and activities. Students with disabilities may request course-related accommodations by contacting the Educational Access Center (EAC), located in the Bond Academic Center (EAC@pointloma.edu or 619-849-2486). Once a student's eligibility for an accommodation has been determined, the EAC will issue an academic accommodation plan ("AP") to all faculty who teach courses in which the student is enrolled each semester.

PLNU highly recommends that students speak with their professors during the first two weeks of each semester/term about the implementation of their AP in that particular course and/or if they do not wish to utilize some or all of the elements of their AP in that course.

Students who need accommodations for a disability should contact the EAC as early as possible (i.e., ideally before the beginning of the semester) to assure appropriate accommodations can be provided. It is the student's responsibility to make the first contact with the EAC.

LANGUAGE AND BELONGING

Point Loma Nazarene University faculty are committed to helping create a safe and hospitable learning environment for all students. As Christian scholars we are keenly aware of the power of language and believe in treating others with dignity. As such, it is

important that our language be equitable, inclusive, and prejudice free. Inclusive/Bias-free language is the standard outlined by all major academic style guides, including MLA, APA, and Chicago, and it is the expected norm in university-level work. Good writing and speaking do not use unsubstantiated or irrelevant generalizations about personal qualities such as age, disability, economic class, ethnicity, marital status, parentage, political or religious beliefs, race, gender, sex, or sexual orientation. Inclusive language also avoids using stereotypes or terminology that demeans persons or groups based on age, disability, class, ethnicity, gender, race, language, or national origin. Respectful use of language is particularly important when referring to those outside of the religious and lifestyle commitments of those in the PLNU community. By working toward precision and clarity of language, we mark ourselves as serious and respectful scholars, and we model the Christ-like quality of hospitality.

You may report an incident(s) using the [Bias Incident Reporting Form](#).

SEXUAL MISCONDUCT AND DISCRIMINATION

Point Loma Nazarene University faculty are committed to helping create a safe learning environment for all students. If you (or someone you know) have experienced any form of sexual discrimination or misconduct, including sexual assault, dating or domestic violence, or stalking, know that help and support are available through the Title IX Office at [pointloma.edu/Title-IX](#). Please be aware that under Title IX of the Education Amendments of 1972, it is required to disclose information about such misconduct to the Title IX Office.

If you wish to speak to a confidential employee who does not have this reporting responsibility, you can contact Counseling Services at [counselingservices@pointloma.edu](#) or find a list of campus pastors at [pointloma.edu/title-ix](#)

PLNU ATTENDANCE AND PARTICIPATION POLICY

Asynchronous Attendance/Participation Definition

A day of attendance in asynchronous content is determined as contributing a substantive note, assignment, discussion, or submission by the posted due date. Failure to meet these standards will result in an absence for that day. Instructors will determine how many asynchronous attendance days are required each week.

Fully online courses

Students taking online courses are expected to attend each week of the course. Attendance is defined as participating in an academic activity within the online classroom which includes posting in a graded activity in the course. (Note: Logging into the course does not qualify as participation and will not be counted as meeting the attendance requirement.)

Students who do not attend at least once in any 3 consecutive days will be issued an attendance warning. Students who do not attend at least once in any 7 consecutive days will be dropped from the course retroactive to the last date of recorded attendance.

Students who anticipate being absent for an entire week of a course should contact the instructor in advance for approval and make arrangements to complete the required coursework and/or alternative assignments assigned at the discretion of the instructor.

Make up for clinical hours is at the discretion of the faculty. All clinical hours must be completed and/or or made-up. It is the responsibility of the student to initiate communication regarding arrangements for make-up. Failure to complete clinical hours will result in a "No Credit" for the clinical practicum and an incomplete for the co-requisite theory course.

USE OF TECHNOLOGY
In order to be successful in the nursing program, you'll need to meet the minimum technology and system requirements; please refer to the *Technology and System Requirements* information. Additionally, students are required to have headphone speakers, microphone, or webcams compatible with their computer available to use. Please note that nursing courses utilize online proctored exams which require a computer with a camera (tablets are not compatible) to complete exams online.

Problems with technology do not relieve you of the responsibility of participating, turning in your assignments, or completing your class work.

SON PROFESSIONAL STANDARDS
Students are required to adhere to professional standards while students at PLNU. The nursing department had developed these standards to provide clarification of expected professional behaviors.

1. Presenting yourself professionally in interactions with all persons
2. Behaving with honesty and ethics
3. Respectful communication techniques
4. Being proactive versus reactive
5. Accepting accountability for one's own actions
6. Being prepared and punctual

Additional Guidelines
Social networking sites are a great way to connect with many others. These sites can be used to your disadvantage and all persons are advised to employ professional standards on these sites. A general rule would be if what you have posted does not enhance your professional image then it probably needs to be reviewed.

The use of laptops, cell phones and other electronic devices is at the discretion of the course instructor. Generally, it is considered inappropriate to use any device for alternate

uses not related to the class being taught. Cell phones should be kept on vibrate or silent during class times unless arrangements have previously been made.

Speaking negatively, relating stories or presenting a biased viewpoint about any class, instructor or other student that is not supportive of the individual involved and can be perceived as incivility. Disagreements are a part of life, but should be worked through in a private manner. Questioning the integrity of a persons' character is disrespectful. Each person is responsible and accountable for their words and actions.

Plagiarism or cheating **in any class** (nursing or non-nursing) will have consequences within the School of Nursing. Disciplinary action will be at the discretion of the instructor, the guidance of the Associate Dean and/or Dean of the School of Nursing, and may include assignment/class failure and possible dismissal from the program.

COURSE CONTENT OUTLINE

See Canvas weekly schedule.
Initiation of Learning Module: **Mondays**
Discussions**:** Initial posting due **Mondays by 11:59PM** and response posting due **Fridays by 11:59PM**
Assignments: due **Wednesdays and Sundays by 11:59PM**

Week	Assignments DUE	Case Studies (10 pts)	Discussion Boards (10 pts)	Padlets (5 pts)	
1	Academic Honesty (5) Weekly Topic (20)			1 of 8	
2	Weekly Topic (10)	1 of 6	1 of 6	2	
3	Elevator Speech (12) Weekly Topic (10)	2 (5pts)	2	3	
4	EBP Article Selection and Grid (30) Weekly Topic (20)	3	3	4	
5	Disaster Management Plan Part I (24) Weekly Topic (10)	4	4	5	
6	Intro/PICO EBP (16) Weekly Topic (20)	5	5	6	
7	Debate (15) Weekly Topic (5) Module Participation (18)	6	6	7	
8	EBP Paper (100) Journals (16) Disaster Management Assessment Part II (82) Eval (10) Weekly topic (10)			8	