

DEPARTMENT of NURSING EDUCATION & HEALTH STUDIES

COURSE OUTLINE – Fall 2022

NS3005 (A2/B2): Health Policy, Health Care Organizations, Change Management 3 (3-0-0) 45 Hours/15 Weeks

Northwestern Polytechnic acknowledges that our campuses are located on Treaty 8 territory, the ancestral and present-day home to many diverse First Nations, Metis, and Inuit people. We are grateful to work, live and learn on the traditional territory of Duncan's First Nation, Horse Lake First Nation and Sturgeon Lake Cree Nation, who are the original caretakers of this land.

We acknowledge the history of this land and we are thankful for the opportunity to walk together in friendship, where we will encourage and promote positive change for present and future generations.

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CALENDAR DESCRIPTION:

The course builds upon the personal leadership foundations of NS2005. It explores the organization of healthcare systems, concepts of healthcare management and care delivery models. The course provides an overview of healthcare policy and the roles of the nurse in influencing health policy and facilitating change within healthcare systems.

PREREQUISITE(S)/COREQUISITE: NS 2005

REQUIRED TEXT/RESOURCE MATERIALS:

American Psychological Association. (2019). *Publication manual of the American Psychological Association* (7th ed.). Washington, DC: American Psychological Association.

Waddell, J. & Walton, N. (2020). *Yoder-Wise's leading and managing in Canadian nursing*. (2nd ed). Elsevier.

Please note that all previously required textbooks and resources will be used as reference throughout the program. Please retain your copies as they may be required in future courses.

DELIVERY MODE(S): On Campus lecture

COURSE OBJECTIVES & LEARNING OUTCOMES:

Upon completion of this course the student must be able to:

1. Understand and recognize nurse leaders' responsibility, individually and collectively, in advancing nursing as a profession.
2. Understand the policy development process and nurses' role in influencing policy agendas within a healthcare organization and the health system at large.
3. Understand different models for organizing, financing, delivering and managing healthcare in Canada.
4. Examine how digital health and informatics are transforming care delivery and management from the perspectives of healthcare providers and recipients of care.
5. Examine various traditional and contemporary theoretical foundations and models informing leadership and management practice in nursing.
6. Appreciate the complexity of the changing healthcare environment and identify best practices for facilitating and managing change within a healthcare organization and/or system.
7. Examine the role of nursing leadership in fostering an organizational culture that is responsive to change and innovation.
8. Critically examine trends and issues relevant to leadership and management and their impact on patient care and nursing practice within different healthcare contexts.

TRANSFERABILITY:

Please consult the Alberta Transfer Guide for more information. You may check to ensure the transferability of this course at the Alberta Transfer Guide main page <http://www.transferalberta.ca>.

** Grade of D or D+ may not be acceptable for transfer to other post-secondary institutions. **Students are cautioned that it is their responsibility to contact the receiving institutions to ensure transferability**

EVALUATIONS:

Assignment	Weight	Due Date
Ticket to Class	30%	Due each class
Policy Development Project	20%	Week of October 16, 2022 Presentations on October 25, 2022
Position Statement Paper	20%	Week of November 20, 2022
Final Exam (Must attend in-person)	30%	TBA - during NWP exam week

ASSIGNMENT DESCRIPTIONS:

1. Ticket to Class (2.5% each class; 30% total course grade)

Each class questions will be handed out to assess required pre-reading knowledge. The aim of this exercise is to encourage students to keep up with class readings, refresh student memory of subject matter and prepare students to engage in class discussion, which is essential to the function of this course. Ticket to Class sheets will be submitted within the class after the allotted time period, following which no further submissions will be allowed. Students must be in attendance each week to receive the sheet and grade. Please see the course myClass page for further information.

2. Policy Development Project (20% of course grade)

In your assigned groups, choose an area of nursing practice where you have identified a specific safety or practice concern. Utilize *The Eight Steps to Developing a Healthy Public Policy* to address the identified issue. Completed projects will be comprised of a draft of your newly developed policy, a 12-slide maximum PowerPoint that describes the policy development steps and actions your group chose and an in-class presentation from your group. This assignment will include a class presentation component following project submission. Please see the course myClass page for further information.

3. Position Statement Paper (20% of course grade)

By the due date, you will submit a maximum 4-page paper, excluding title page and references. Formatting of the paper must follow APA 7th edition. This assignment builds on previous learning, course lectures and discussions to expand thinking and analysis of issues and trends impacting health care and the profession of nursing, and the impact of policy. Position statements as a form of health policy are developed to increase public awareness and knowledge, to promote a unified approach on an issue among stakeholders, and to encourage new directions in health care outcomes. For this assignment, you will select a position statement published by CRNA, CNA, ICN, CCRNr, or CASN. Analyze the selected position statement by discussing the following:

- Summarize the position statement and describe what position the association/council is taking.
- Do you agree that the association should take this position? Why or why not?
- How will this position statement be useful for informing your practice?

Please see the course myClass page for further information.

4. Final Exam:

The final exam will be based on lectures, discussions, textbook and supplementary readings, concepts, and topics addressed over the semester. Questions will address higher-level synthesis and application of knowledge gained throughout the course. **This exam must be completed in-person during NWP exam week, date and location TBA.**

GRADING CRITERIA: (The following criteria may be changed to suite the particular course/instructor)

Please note that most universities will not accept your course for transfer credit **IF** your grade is **less than C-**.

Alpha Grade	4-point Equivalent	Percentage Guidelines		Alpha Grade	4-point Equivalent	Percentage Guidelines
A+	4.0	90-100		C+	2.3	67-69
A	4.0	85-89		C	2.0	63-66
A-	3.7	80-84		C-	1.7	60-62
B+	3.3	77-79		D+	1.3	55-59
B	3.0	73-76		D	1.0	50-54
B-	2.7	70-72		F	0.0	00-49

COURSE SCHEDULE/TENTATIVE TIMELINE:

September 6	Organizing Care – Health Care System <ul style="list-style-type: none"> • Health Policy • Basic Health Economics
September 13	Organizing Care – Health Care Organizations <ul style="list-style-type: none"> • Strategic Planning • Organizational Structure • Organizational Culture
September 20	Organizing Nursing Care <ul style="list-style-type: none"> • Power & Empowerment • Care Delivery Models
September 27	Politics & Advocacy <ul style="list-style-type: none"> • Policy development & analysis • Social Justice
October 4	Change and Change Management
October 11	No Class – Fall Break
October 18	Budgeting
October 25	Quality Assurance and Improvement <ul style="list-style-type: none"> • Risk Management • Outcomes Monitoring
November 1	Patient Safety/Patient Centered Care
November 8	Digital Health and the Changing Landscape of Healthcare
November 15	Nursing Informatics Competencies & Application <ul style="list-style-type: none"> • Information and Knowledge Management

	<ul style="list-style-type: none"> Professional Responsibility and Accountability for digital health Use of ICT in Care Delivery
November 22	Collective Bargaining/ UNA
November 29	Transitioning to Practice
December 6	Course Wrap-Up

STUDENT RESPONSIBILITIES:

As a student at NWP, you have rights and responsibilities. It is your responsibility to be familiar with the information contained in this Course Outline and the BScN student handbook and to clarify any areas of concern with the instructor. It is also your responsibility to be familiar with NWP Policies.

Please take the time to familiarize yourself with the policies that might impact you while you are here:

- NWP Department of Nursing Education & Health Studies Handbook: <https://www.nwpolytech.ca/doc.php?d=NURSHBKYR4>
- NWP Policies: [Northwestern Polytechnic administrative/academic policies](#)
- NWP Students Rights & Responsibilities Policy: [Students Rights & Responsibilities Policy](#)

Academic Misconduct: Academic misconduct in all its forms is a serious offence.

Academic misconduct is the giving, taking, or presenting of information or material that unethically or dishonestly aids oneself or another on any work which, under normal circumstances, is to be considered in the determination of a grade or the compilation of academic requirements or the enhancement of that student's record or academic career. The two key areas of academic misconduct are plagiarism and cheating. Please read the definitions that follow.

Plagiarism: The use of close imitation of language, paintings, films, prototypes and ideas of another author and representation of them as one's own original work. The most common forms of plagiarism are: copying or paraphrasing another author's work without proper acknowledgement, using the ideas or lines of reasoning of another author's work without proper acknowledgement, submitting work to which someone else has made substantial improvements to the content, and submitting the same work for multiple courses without approval. Plagiarism can be judged to have occurred if the instructor has both the submitted material and original source that was copied, or if the student is unable to explain the terminology or ideas of a submission.

Late Assignments

To obtain credit in the course ALL assignments, examinations, and quizzes must be completed.

Students are expected to make every effort to complete assignments on time. Assignment submissions are expected on the date determined by faculty. If extensions are necessary, they may be requested up to 48 hours prior to the assignment due date and should be submitted in writing to the faculty member involved. Not all extensions will be granted. In exceptional situations, extension requests within the

48-hour period may be considered. Late assignments will have 5% of total marks (or one letter grade) for the assignment deducted for each day/partial day (including weekend days) beyond the due time. For example, a paper marked at B+ would receive an adjusted grade of B if handed in one day late. After 5 days, a grade of 0 will be awarded to the assignment. If the late penalty places the grade below the necessary pass grade, students will be unsuccessful in the course. When submitting assignments electronically, it is the student's responsibility to ensure the assignment has been received. Papers/assignments may not be rewritten for a higher grade. Concerns regarding grading are to be discussed with the faculty member involved.

STATEMENT ON PLAGIARISM AND CHEATING:

Cheating and plagiarism will not be tolerated and there will be penalties. For a more precise definition of plagiarism and its consequences, refer to the Student Conduct section of the College Calendar at <https://www.nwpolytech.ca/programs/calendar/> or the College Policy on Student Misconduct: Plagiarism and Cheating at <https://www.nwpolytech.ca/about/administration/policies/index.html>

**Note: all Academic and Administrative policies are available on the same page.

Additional Information:

Please see the course myClass page for Zoom expectations and guidelines.