

DEPARTMENT of NURSING EDUCATION & HEALTH STUDIES
COURSE OUTLINE – Fall 2023
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.

Instructors:	Teresa Evans, RN PhD(c) (Course Leader)	Julie Reeme BN, RN
Phone:	(780) 539-2805	(780) 539-2929
Office:	HEC 341	HEC 351
Office Hours:	<i>Please Email for Appointment</i>	
Email:	tevans@nwpolytech.ca	jreeme@nwpolytech.ca

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.alberta.ca>.
<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%	Presentations October 24 th , 2023
Position Statement Paper	20%	November 25th at midnight
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, no further submissions will be allowed after that time. 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 describing 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)

Students will submit a maximum 1000-word paper, excluding title page and references. Must follow APA 7th edition formatting. 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, CCRN_r, or CASN. Analyze the

selected position statement by discussing the following:

- Summarize the position statement and describe what position the association/council is taking.
- Explain why you agree or disagree 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:

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:

All evaluation components of the course must be completed PRIOR TO being permitted to write the final exam

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	95-100		C+	2.3	67-69
A	4.0	85-94		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

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 for review. 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. Papers/assignments may not be rewritten for a higher grade. When submitting assignments electronically, it is the student's responsibility to ensure the assignment has been received. Concerns regarding grading are to be discussed with the faculty member involved.

COURSE SCHEDULE/TENTATIVE TIMELINE:

September 4	Labour Day – No Classes
September 5	Organizing Care – Health Care Systems <ul style="list-style-type: none"> • Health Policy • Basic Health Economics
September 12	Organizing Care – Health Care Organizations <ul style="list-style-type: none"> • Strategic Planning • Organizational Structure • Organizational Culture
September 14	<i>Last Day to Add/Drop with full refund.</i>
September 19	Organizing Nursing Care <ul style="list-style-type: none"> • Power & Empowerment • Care Delivery Models
September 26	Politics & Advocacy <ul style="list-style-type: none"> • Policy development & analysis • Social Justice
October 3	Change and Change Management
October 9	Thanksgiving – No Classes
October 10	Budgeting
October 17	Quality Assurance and Improvement <ul style="list-style-type: none"> • Risk Management • Outcomes Monitoring
October 24	Policy Presentations Due
October 31	Patient Safety/Patient Centered Care
November 7	Digital Health and the Changing Landscape of Healthcare
November 14	Fall Break – No Classes
November 21	Nursing Informatics Competencies & Application <ul style="list-style-type: none"> • Information and Knowledge Management • Professional Responsibility and Accountability for Digital Health • Use of ICT in Care Delivery
November 25	Position Statement Due at Midnight
November 28	Collective Bargaining/ UNA <i>Last Day to Withdraw with permission or receive a WF on transcript</i>
December 5	Transitioning to Practice
December 12	Course Wrap-Up
December 14-21	Exam Week

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/departments/nursing/#handbk>
- NWP Policies: [Northwestern Polytechnic administrative/academic policies](#)
- NWP Students Rights & Responsibilities Policy: [Students Rights & Responsibilities Policy](#)

STATEMENT ON PLAGIARISM AND CHEATING:

Academic Misconduct will not be tolerated. For a more precise definition of academic misconduct and its consequences, refer to the Student Rights and Responsibilities policy available at <https://www.nwpolytech.ca/about/administration/policies/index.html>.

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

NWP IMPORTANT DATES & PROGRAM DATES:

Please refer to the following website for important dates and program dates:

https://www.nwpolytech.ca/programs/calendar/23_program_dates.html

ADDITIONAL INFORMATION:

Please see the course myClass page for expectations and guidelines.