

THE UNIVERSITY OF TEXAS AT TYLER

**COLLEGE OF NURSING
&
HEALTH SCIENCES**

NURS 4631.060 RN PROFESSIONAL SYNTHESIS

SPRING 2009

FACULTY:

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The content of this syllabus/WEB site is subject to change at the discretion of the faculty leaders according to current learning needs.

SYLLABUS PART I

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1.0 Semester Hours/Prerequisites and Placement in the Curriculum:

Six (6) credit hour course with didactic and clinical components for students enrolled in 4631. Prerequisites-Successful completion of NURS 3303, NURS 3312, NURS 3415.

2.0 Course Description:

Synthesis of theories and concepts related to critical thinking, change theory, conflict resolution, delegation, and changes that impact the health care delivery system is discussed. Theories and concepts related to leadership and management are presented. Opportunities for theory application are provided in selected structured and unstructured settings.

3.0 Course Objectives:

Upon completion of the course, the student will:

1. Apply the critical thinking process to integrate change theory with leadership/management strategies in structured and unstructured settings.
2. Interrelate theory and research knowledge in the formulation, implementation, and evaluation of nursing leadership/management actions.
3. Display responsibility and accountability for professional interactions to reflect interpersonal caring.
4. Analyze the concept of professionalism, the culture of the organization, and the health care delivery system as they relate to interdisciplinary practice.
5. Exemplify professional behavior guided by ethical, legal, and moral principles in leadership/management roles.
6. Analyze the connection between health care needs and human/fiscal resources available in the practice setting.

7. Relate the responsibility of the professional nurse to engage in lifelong learning.
8. Demonstrate knowledge of the social/political forces that have an impact on changes in healthcare delivery.
9. Synthesize concepts, principles, practices, and role elements in the programmatic conceptual framework.
10. Function in the role of an entry-level professional nurse, providing and coordinating, through others, competent nursing care for groups of patients.

4.0 On-line Teaching Strategies:

Outlines, notes, case studies, critical thinking activities, discussion board activities, audio-visual materials, journals, and clinical activities.

5.0 Learning Activities:

On-line class and clinical assignments-theory/content discussions, clinical case study situations, discussion participation.

6.0 Outcome Goal:

The outcome goal of Professional Synthesis, Nursing 4631.060, is for students to demonstrate senior level application of the following professional concepts of the BSN program at The University of Texas at Tyler:

Principles of Human Caring, Critical Thinking, Evidence Based Practice/ Research and Holistic Health-the whole person as applied to Physiologic, Psychological/Sociological, Developmental and Spiritual Human Needs in Clinical Judgment.

Professional Values as evidenced by Professional Accountability, Reflective Practice, Collaboration, Quality of Care (Outcomes/Safety) and Ethical/Legal Applications

7.0 Required Texts:

Benner, P. (1984 or latest). From Novice to Expert: Excellence and Power in Clinical Nursing Practice. Menlo Park, California: Addison-Wesley.

Yoder-Wise, P. S. (2007). Leading and Managing in Nursing, (4th ed.). St. Louis: Mosby. (Major course text).

Also, you must have access to the latest APA manual in order to write correct source citations.

8.0 University and College of Nursing Policies

American Disabilities Act Statement: UT Tyler Counseling Center

"If you have a disability, including a learning disability, for which you request disability support services/accommodation(s), please contact Ida MacDonald in the Disability Support Services office so that the appropriate arrangements may be made. In

accordance with federal law, a student requesting disability support services/accommodation(s) must provide appropriate documentation of his/her disability to the Disability Support Services counselor. For more information, call or visit the Student Services Center located in the University Center, Room 282. The telephone number is 566-7079 (TDD 565-5579)." Additional information may also be obtained at the following UT Tyler Web address: <http://www.uttyler.edu/disabilityservices>.

Grade Replacement Policy

If you are repeating this course for a grade replacement, you must file an intent to receive grade forgiveness with the registrar by the 12th day of class. Failure to file an intent to use grade forgiveness will result in both the original and repeated grade being used to calculate your overall grade point average. A student will receive grade forgiveness (grade replacement) for only three (undergraduate student) repeats during his/her career at UT Tyler. (2006-08 Catalogue)

Paper/Assignment Re-grading Policy

Student assignments will not be re-graded. At the instructor's discretion, a draft may be written for review.

Examination and Examination Review Policy

Exams will be posted on-line. Review of exams by appointment. Any student achieving an examination grade less than 75% must schedule an appointment with faculty within 10 school days from the return of the exam grade.

- Students are expected to assume full responsibility for the content and integrity of all academic work submitted as homework and examinations.
- Students are advised to review the UTT Academic Dishonesty Policy and Academic Integrity Policy in the current College of Nursing Student Handbook and Academic Integrity Policy for UTT students at www.uttyler.edu click on current students, then Vice-President for Student Affairs, the Student Guide for Conduct and Discipline at UT Tyler. These policies are fully endorsed and enforced by all faculty in the College of Nursing.
- Plagiarism, cheating, and collusion are unacceptable and if found violating any of these standards the student will be disciplined accordingly. (See BSN/MSN Nursing Student Guide for definitions)
- The College of Nursing reserves the right to dismiss students from the program for any infraction of a legal, moral, social, or safety nature, pursuant to the procedures detailed in the *Regent's Rules*.

Link to University Student Policies:

<http://www.uttyler.edu/academicaffairs/syllabuspolicies.pdf>

College of Nursing and Course Policies:

Students are expected to access and read these policies and complete and submit the "CON Student Affirmation Form" and the "Course Materials Agreement Form" to the Blackboard assignment link on the Assignments Page:

Available on Course Blackboard: Nursing Education Track Protocols
Course Syllabus and Course Materials

Available on College of Nursing Blackboard: Academic Integrity

9.0 Examinations/Assignments and Grading Policies:

Completion of NURS. 4631.060 is based on satisfactory attainment of all course criteria. Any student who fails to meet the course objectives in either the classroom or clinical area must repeat the entire course and may not progress.

Satisfactory completion of this course is based on:

Attainment of both theory criteria, with a minimum of C, and

Clinical criteria. A student who fails to meet the objectives for class or clinical or any student determined unsafe in clinical must repeat the entire course. Clinical is graded on a pass/fail basis.

THEORY:	Exam 1	25%
	Exam 2	25%
	Exam 3	25%
	Exam 4	25%

The simple average of the exam grades before weighted calculation is performed must be 75 or above to pass the course. Grades will not be rounded when calculating the average (74.5-74.9 is not rounded to 75). Students with an exam average of 75 or higher will have course grades calculated based on the weighted calculation of the exams and other required course work.

Theory grades will be assigned on the following scale:

A = 90 - 100

B = 80 - 89

C = 75 - 79

D = 60 - 74

F = Below 60

See Syllabus Part II for clinical requirements and pass/fail grading of on-line clinical activities

10.0 Course Information

Class

Class material will be posted as weekly assignments in Course Documents and will include objectives for the content areas. The Course Schedule includes class topics and assignments due dates.

Clinical

SEE SYLLABUS PART II FOR SPECIFIC CLINICAL INFORMATION AND REQUIREMENTS

Clinical

Clinical is graded as pass/ Fail Grade based on successful completion of a Total of 112.5 clinical credit hours of assigned on-line clinical experiences. Clinical credit hours are assigned to each activity. Full clinical hour credit is based on thorough completion of the assignment.

General

- Weekly course content will be posted in Course Documents. Be sure, also, to check the Announcements Page and the Assignments Page at least twice each week.
Students are expected to complete clinical assignments within the assigned time frame in order to complete course requirements by the end of the semester.

SEE SYLLABUS PART III FOR FORMS TO BE SUBMITTED

- All submitted written material (papers, assignments, examinations, etc.) are property of the College of Nursing. They will be maintained in an archived file.
- The Student Affirmation Form, the Student Data form, and the Course Materials Agreement, included in the Syllabus folder, must be read, signed, and dated and completed forms submitted.

SEE ADDITIONAL INFORMATION IN THE SYLLABUS FOLDER ON APA AND WRITTEN WORK

Nurs. 4631.060 RN Professional Synthesis: Spring 2009 Yoder-Wise, 4th ed. & Benner

Class Dates	TOPICS	CHAPTERS	ASSIGNMENTS DUE
Jan 12-16	Career Management Managing, Leading, Following—Roles	27/Benner 12 1, 2, 3	
	Legal/Ethical Concepts in Leadership and Management (Ch. 4 content integrated throughout course)		
Jan 19-23	Benner—From Novice to Expert Reflective Practice Self Management/Holistic Care	Benner Ch 1-8 26	On-line Clinical Activity # 1 Self and Career Assessment Due 1/21
Jan 26-30	Decision Making/Problem Solving Health Care Organizations Organizational Structure	5 6 7	Clinical Activity # 2 Holistic Care Due 1/28
Exam I Posted			
Feb 2-6	Cultural Diversity Power and Politics	8 9/Benner 14	Exam I Due 2/4
Feb 9-13	Information Technology & Caring Costs & Budgets	10/4 11	Clinical Activity # 3 Cultural Diversity Due 2/11
Feb 16-20	Care Delivery Strategies Staffing/Scheduling	12 13/4	
Feb 23-27	Strategic Planning/Marketing Quality & Risk Management	15 19/Benner 7, 9	
Exam II Posted			
Mar 2-6	Change Team Building	16 17/Benner 10	Exam II Due 3/4
Mar 9-13	UTT SPRING BREAK		
Mar 16-20	Selection and Evaluation of Staff Managing Personnel	14& 4/Benner 13 24/4	Clinical Activity # 4 Change/Quality & Risks Due 3/18
Mar 23-27	Research & Practice Consumer Relationships	20 21/Benner 5	Clinical Activity # 5 Nurse Staffing & Teams Due 3/25
Mar 25	Last Day to Withdraw with an automatic W		
Exam III Posted			
Mar 30-Apr 3	Conflict	22 / Benner	Exam III Due 4/1
Apr 6-10	Delegation	23	
Apr 13-17	Collective Action Professional Associations	18 28	
Exam IV Posted			
Apr 20-24	Role Transition Thriving For the Future	25/Benner 11 27	Exam IV Due 4/22
Apr 27-May 1	Reflective Professional Synthesis		Clinical Activity #6 Role Transition Due 4/29
Apr 4- May 8 Friday May 8	Course Summary and Evaluation Convocation & Commencement		

SYLLABUS PART II: NURSING 4631.060 CLINICAL REQUIREMENTS

DESCRIPTION OF CLINICAL OBJECTIVES AND ROLE EXPECTATIONS

The following are skills/behaviors expected of the RN Professional synthesis student.

The clinical objectives, with instructor feedback, will guide your clinical experience to build on and increase your knowledge and skills base, using evidence-based practice and reflective practice with a focus on the ability to synthesize theories and concepts related to critical thinking, change theory, conflict resolution, delegation, and changes that have an impact on the health care delivery system. Clinical objectives will be met in assigned on-line clinical exercises and activities and theory assignments that include virtual clinical applications.

Clinical Objectives for Mastery Skills Demonstrated in Case Studies and Clinical Problems:

Provider of Care-

1. Synthesize clinical knowledge for planning and evaluating complex care priorities.
2. Critique nursing care examples for holistic care elements including teaching and advocacy.
3. Propose nurse leader strategies for incorporating cultural aspects of care.
4. Rank healthcare delivery strategies according to advantages or disadvantages for the nurse manager and for the staff nurse.
5. Evaluate legal and ethical aspects of quality assurance and risk management.
6. Contribute ideas for implementing a service philosophy to positively affect nurse-consumer relationships.

Coordinator of Care-

7. Apply theory and research knowledge in the formulation and evaluation of nursing leadership and management styles and actions.
8. Evaluate cost issues in healthcare delivery and ethical implications of financial decisions that affect delivery of effective patient care.
9. Apply concepts of professionalism, organizational culture, and health care delivery systems to nurse roles in interdisciplinary practice.
10. Integrate change theory into entry level leadership/management strategies in structured and unstructured settings.
11. Rate effective staffing and scheduling practices that are critical to the

nurse manager's ability to deliver safe and effective care and service.

12. Evaluate the nurse manager's contributions to health agency strategic planning, goal- setting, and marketing.
13. Evaluate strategies for maximizing the nurse leader's and manager's actions in effective team building including conflict management.
14. Propose effective delegation strategies with legal and ethical considerations.
15. Evaluate nurse manager strategies and tools for hiring, supervising, and managing staff
16. Reflectively critique experiences in the role transition process of moving from a clinically focused position to a supervisory position.

Member of the Profession

17. Recommend strategies to promote professional accountability in nursing leadership and management roles.
18. Evaluate nursing leader and manager actions according to laws and standards of UT Tyler College of Nursing, Texas Board of Nursing, and ANA Code of Ethics.
19. Evaluate nurse leader roles in shaping future health care policy through individual action and professional organization participation.
20. Propose strategies for personal self-care management and professional development.

Communication

21. Demonstrate professional communication skills in quality of writing and reporting nurse management and collaborative practices.
22. Show reflective evidence of increasing role awareness in holistic caring practice.
23. Evaluate available research evidence for best practice.

Safety

24. Rate effectiveness of interventions to prevent safety risks and provide safe environments.
25. Critique legal and ethical actions of nurse leaders and managers aimed at providing safe patient care.
26. Evaluate nurse leader and manager strategies for providing confidential and secure patient care technology.

Role Transition and Development

1. A major emphasis of course experiences is to promote transition from the role of ADN to role behaviors at the BSN level through application of theory and research to clinical situations and evidence based practice. All clinical activities, assignments and communication are designed to reflect progress in meeting this goal.
2. By the end of the semester, the RN-BSN student should be able to express a clear vision of goals as graduates and practicing clinicians.

CLINICAL REQUIREMENTS

Critical level of Clinical Work: In assigned clinical activities, the student will demonstrate Graduating Senior level communication, self-direction, consultation, priority setting, efficiency, theory application, and clinical effectiveness in clinical synthesis of previous knowledge and skills and nursing leadership roles.

Clinical Hours

The course clinical consists of **112.5** hours of assigned on-line clinical experience

Clinical Assignments

Check the Announcement Page and Assignment Page at least twice each week for current clinical assignment information.

Submit clinical work according to assignment guidelines. **All assignments must be submitted on the templates provided.**

When submitting written work, be sure to save it with your **name and title of assignment on all** attached work. (Example of attachment title: Colvin Exam I) **Assignments are to be submitted electronically.** All papers are the property of the University.

Discussion Board Topics

Forums will be posted for introductions and sharing and assignments.

Some of the on-line clinical activities will also have Discussion Board components.

Course Conferences:

In person, phone, or e-mail conferences may be arranged with faculty.

Guidelines for Clinical Activities:

Students will be required to link clinical work to theory, pertinent research findings, course material, and reflective practice.

Full clinical hour credit for clinical activities is based on evidence of thorough and complex reasoning.

On-line Clinical Activity clinical credit hours are based on the following scale:

90-100 Points	100% of credit for clinical activity hours
80-89 Points	90% of credit for clinical activity hours
75-79 Points	80% of credit for clinical activity hours
Below 75	no credit for clinical activity

Submit assignments no earlier than four days before the due date and no later than midnight on the due date. Grade points will be deducted if the deadline is not met. Late submissions will only be accepted for special circumstances, approved by faculty.

Additional clinical assignments may be assigned in order to complete any deficits in clinical hour requirements.

SYLLABUS PART III FORMS**Nurs 4631 RN: STUDENT DATA FORM**

(Save as Word or RTF with your name in title and submit in Assignment Link.)

Name: _____ Student ID#: _____

Address: _____

Telephone: Home: _____ Work: _____

Pager/ Cell: _____

Email address: Student: _____ Other: _____

Employer: _____ Position: _____

Main Nursing Clinical Experience: _____

Leadership/ Management Experience: _____

Career Plans: _____

UTT Major: RN-BSN or RN-MSN: _____

Previous Degrees/ Majors: _____

Background in Web-based courses: _____

UTT Courses Completed: _____

Currently Enrolled: _____

Summary of courses pending: Semester/Year/Course Numbers and Names:

Semester/year:

Semester/ Year:

Projected Date of UTT Graduation: _____

Student Affirmation Form

____ I agree to protect the privacy of faculty, peers, patients, and family members of patients by not inappropriately disclosing confidential information about faculty, peers, patients or their family members that is disclosed to me in my capacity as a University of Texas at Tyler nursing student. In addition, I agree not to inappropriately disclose confidential information about any agency or institution that is disclosed to me in my capacity as a University of Texas at Tyler nursing student. I will adhere to HIPAA guidelines.

____ I have/will read the syllabus of this nursing course I am taking this semester, and I understand the criteria established for grading my course work. I understand that my average on exams must be 75 or higher in order to attain a passing grade for the course.

____ I agree that I will conduct myself in a manner that exhibits professional values and in accordance with the American Nurses Association (ANA) Code of Ethics for Nurses, the Texas Nurse Practice Act and UTT's Student Academic Dishonesty Policy.

____ I will maintain and uphold the academic integrity policy of the College of Nursing and will not condone or participate in any activities of academic dishonesty including, but not limited to, plagiarism, cheating, stealing, or copying another's assigned working.

____ I will not recreate any items or portions of any exam for my own use, or for use by others during my enrollment in the College of Nursing.

____ I will not accept or access any unauthorized information related to any exam administered during my enrollment in the College of Nursing.

____ I will sign only my own papers and other documents and will not sign any other student's name to anything, including class rolls.

____ I will not allow any other student access to any of my paperwork for the purpose of copyright.

Student Signature

Date

Student's Printed Name

Course

APPROVED:
 University of Texas System-Spring 1996
 Faculty Organization-Spring 1996
 Revised: May 2004, Summer 2005

COURSE MATERIAL AGREEMENT

I understand that course materials are for my personal studies only. I realize that course material downloaded, printed or recorded may not be shared with other people without the written consent of the faculty member. I also understand that lecture material or discussion comments may not be used in any way against the faculty member, other lecturers, or students whose classroom comments are downloaded, printed or recorded as part of course activities.

I am aware that the information contained in the course material is protected under federal copyright laws and may not be published or quoted without the expressed consent of the lecturer or author of course material and without giving proper identity and credit. I agree to abide by these guidelines with regard to any course material I download, print or record while enrolled as a student at The University of Texas at Tyler.

Print Name

Date

Signature of Student

NURS _____

Course Number

Approved FO: 10/06)