

**DEPARTMENT of NURSING EDUCATION & HEALTH STUDIES**

**COURSE OUTLINE – Fall 2025**

**NS3005 (EC/EC2): 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.

<b>Instructor:</b>	<b>Alison Forest MN, RN, CCNE, CCCI</b>
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**Note:**

- Please allow 2 business days for a response. Include your course name in your subject line.
- Professional and respectful communication is expected at all times.

**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* (7<sup>th</sup> ed.). Washington, DC: American Psychological Association.

**Or see**

NWP's Learning Commons: <https://libguides.nwpolytech.ca/apa/whatis>

Waddell, J. & Walton, N. (2024). *Yoder-Wise's leading and managing in Canadian nursing*. (3<sup>rd</sup> 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):** Asynchronous

**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>.

\*\* 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/Course Component	Due dates	Weight	Learning Outcome
1) Weekly Participation / Activities	Each Sunday @ 2359	30%	1-8
2) Position Statement Paper	September 28, 2025 @ 2359	25%	1, 5-8
3) Policy Development Project (P.D.P) ➤ Group Selection Deadline ➤ Group Contract Document ➤ P.D.P. Part 1 ➤ P.D.P. Part 2 ➤ P.D.P. Part 3	October 5 <sup>th</sup> , 2025 October 12 <sup>th</sup> , 2025 October 26 <sup>th</sup> , 2025 November 9 <sup>th</sup> , 2025 November 23 <sup>rd</sup> , 2025 <i>All above deadlines are @ 2359 (11:59 pm MST)</i>	Complete/Incomplete Complete/Incomplete 15% 20% 10%	1-3, 6-8

## ASSIGNMENT DESCRIPTIONS:

### 1. Weekly Participation (2.5% each; 30% total course grade)

Each week's questions will 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 discussion, which is essential to the function of this course. Weekly participation will be submitted by Sunday at 2359 (11:59pm MST), no further submissions will be allowed after that time. Please see the course myClass page for further information.

### 2. Position Statement Paper (25% of course grade)

Students will submit a maximum 1000-word paper, excluding title page and references. Must follow APA 7<sup>th</sup> edition formatting. This assignment builds on previous learning, course material 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, 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.

### 3. Policy Development Project (45% of course grade)

For this assignment you will work in groups of four (4) students (due to class numbers there will be one group of 5 allowed). Please pick you groups on myClass by **October 5<sup>th</sup>, 2025 @ 2359**. If you do not pick your group prior to this date, you will be auto-assigned to a group with room. *Please keep in mind your clinical schedule when picking your groups.*

Submit the group contract found on myClass by **October 12<sup>th</sup>, 2025 @ 2359**.

- Part 1 (15%): Identify the specific safety or practice concern. Utilizing steps 1-4 of *the Eight Steps to Developing a Healthy Public Policy* Explain its relevance to nursing practice and care. Maximum of 1000 words excluding title page and references. Must follow APA 7<sup>th</sup> edition formatting.
- Part 2 (20%): Utilizing steps 5-8 of *the Eight Steps to Developing a Healthy Public Policy* to address the identified issue in part 1. Create a draft of your newly developed policy as an appendix. Maximum of 1000 words excluding title page and references. Must follow APA 7<sup>th</sup> edition formatting.
- Part 3 (10%): Create a 12-slide maximum PowerPoint describing the policy development steps and actions your group chose. Must follow APA 7<sup>th</sup> edition formatting.

Please see the course myClass page for further information.

### GRADING CRITERIA:

Please note that most institutions 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

## COURSE SCHEDULE/TENTATIVE TIMELINE:

*\* Subject to change. See myClass for up-to-date plans and preparation. \**

Schedule	Topic
Week 1 - September 3	<b>Welcome &amp; Course Orientation</b>
Week 2 - September 8	Organizing Care – Health Care Systems <ul style="list-style-type: none"> <li>• Health Policy</li> <li>• Basic Health Economics</li> </ul>
Week 3 - September 15	Organizing Care – Health Care Organizations <ul style="list-style-type: none"> <li>• Strategic Planning</li> <li>• Organizational Structure</li> <li>• Organizational Culture</li> </ul>
Week 4 - September 22	Organizing Nursing Care <ul style="list-style-type: none"> <li>• Power &amp; Empowerment</li> <li>• Care Delivery Models</li> </ul> <b>Position Statement Paper Due</b>
Week 5 – September 29	Politics & Advocacy <ul style="list-style-type: none"> <li>• Policy development &amp; analysis</li> <li>• Social Justice</li> </ul> <b>Deadline for Group Selection</b>
Week 6 - October 6	Change and Change Management <b>Group Contract Deadline</b>
Week 7 – October 14	Budgeting
Week 8 - October 20	Quality Assurance and Improvement <ul style="list-style-type: none"> <li>• Risk Management</li> <li>• Outcomes Monitoring</li> </ul> <b>Policy Development Project Part 1 Due</b>

Week 9 – October 27	Patient Safety/Patient Centered Care
Week 10 – November 3	Digital Health and the Changing Landscape of Healthcare <b>Policy Development Project Part 2 Due</b>
Week 11 - November 10	<b>Fall Break – Remembrance Day - No Classes</b>
Week 12 - November 17	Nursing Informatics Competencies & Application <ul style="list-style-type: none"> <li>• Information and Knowledge Management</li> <li>• Professional Responsibility and Accountability for Digital Health</li> <li>• Use of ICT in Care Delivery</li> </ul> <b>Policy Development Project Part 3 Due</b>
Week 13 - November 24	Collective Bargaining/ UNA
Week 14 – December 1	Transitioning to Practice
Week 15 – December 8	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://docs.google.com/document/d/1eT5ZtjnsFn8oGk9jdu-Rh2eZoRKs-x6-s3Edy0lFQqU/edit?tab=t.0>

#### Late Assignment Policy:

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

#### Turnitin:

- As part of NWP's commitment to academic integrity, all written assignments submitted by students will be reviewed using Turnitin software, an online plagiarism detection tool, to verify originality and ensure academic integrity. Turnitin compares student work to a vast database of academic sources, publications, and previously submitted assignments to identify potential instances of plagiarism or improper citation(s). By enrolling in this course, students acknowledge and consent to the use of Turnitin for assignment submissions.

#### **STATEMENT ON ACADEMIC MISCONDUCT:**

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.

#### **ADDITIONAL INFORMATION:**

Please see the course myClass page for expectations and guidelines.