

DEPARTMENT of NURSING EDUCATION & HEALTH STUDIES

COURSE OUTLINE – Fall 2026

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.

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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 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 2240, NS 2250

REQUIRED TEXT/RESOURCE MATERIALS:

American Psychological Association. (2019). *Publication manual of the American Psychological Association* (7th 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*. (3rd 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. Integrate the core abilities of design thinking and innovation into their own practice and learning as nursing students.
5. Appreciate the usefulness of systems thinking in the design and delivery of healthcare.
6. Examine how digital health and informatics are transforming care delivery and management from the perspectives of healthcare providers and recipients of care.
7. Examine various traditional and contemporary theoretical foundations and models informing leadership and management practice in nursing.
8. Appreciate the complexity of the changing healthcare environment and identify best practices for facilitating and managing change within a healthcare organization and/or system.
9. Examine the role of nursing leadership in fostering an organizational culture that is responsive to change and innovation.
10. 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) Scattered Quizlets X 5	Sundays @ 2359	10% (2.5% each)	1-10
2) Position Statement Paper	September 27, 2026 @ 2359	20%	1, 3, 6-10
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 4 th , 2026 October 11 th , 2026 October 25 th , 2026 November 8 th , 2026 November 22 nd , 2026 <i>All above deadlines are @ 2359 (11:59 pm MST)</i>	Complete/Incomplete Complete/Incomplete 10% 20% 10%	1-3, 4-5, 6-10
4) Final Exam	TBD in December 2026	30%	1-10

ASSIGNMENT DESCRIPTIONS:

- **Scattered Quizlets (2.5% each; 10% total course grade)**

Quiz 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 organizational perspective, which is essential to the function of this course. Quiz submissions are required 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 and dates.

- **Position Statement Paper (20% of course grade)**

Students will submit a maximum 750-word paper, excluding title page and references. Must follow APA 7th 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 refer to the course myClass page for further information.

- **Policy Development Project (40% 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 your groups by **Oct 4th @ 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 11th, 2026 @ 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 7th 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 7th edition formatting.

Part 3 (10%): Create a 12-slide maximum PowerPoint describing the policy development steps and actions your group chose. Must follow APA 7th 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

COMPREHENSIVE FINAL EXAM

The final exam is a comprehensive exam including concepts and content covered throughout the course. Students are encouraged to prepare for this exam throughout the semester. This exam will include a variety of question formats including, but not limited to, multiple-choice questions and multi-select questions. This exam will cover nursing knowledge from the course concepts, assigned readings and course activities. This exam will evaluate the student's knowledge, problem-solving, and critical thinking. **This exam will be completed in person during exam week as scheduled by NWP.** Instructions regarding exam location, completion, format, and proctoring will be provided to the students in advance and will be posted on the course myClass site prior to the exam. **This exam will be completed within a scheduled 2 hour allotted time limit.** Students are expected to complete the exam individually. Academic dishonesty of any kind on this exam will not be tolerated and will result in a grade of zero. A student who has missed a final exam because of incapacitating mental and/or physical illness or other extenuating circumstances must provide a notice of absence and a physician's sick note when applicable. A minimum of 12 hours prior to the exam, students are required to contact their course instructor(s) and request a deferred final exam. A designated date and time for the deferred exam will be determined by the course instructor(s).

COURSE SCHEDULE/TENTATIVE TIMELINE:

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

Schedule	Topic/Concept
Week 1 - September 2	Welcome & Course Introduction
Week 2 - September 7	Organizing Care – Health Care Systems and Organizations • Health Policy • Organizational Structure and Culture
Week 3 - September 14	Organizing Care – Systems Thinking • Strategic Planning
Week 4 - September 21	Organizing Nursing Care • Power & Empowerment • Care Delivery Models & Roles Position Statement Paper Due Sept 27th

Week 5 - September 28	Politics & Advocacy • Policy Development & Analysis • Social Justice Deadline for Group Selection Oct 4th
Week 6 - October 5	Design Thinking Group Contract Deadline Oct 11th
Week 7 – October 12	Change and Change Management
Week 8 - October 19	Budgeting Policy Development Project Part 1 Due Oct 25th
Week 9 – October 26	Intro to Quality Improvement (QI) • Patient Safety
Week 10 – November 2	Digital Health and the Changing Landscape of Healthcare Policy Development Project Part 2 Due Nov 8th
Week 11 - November 9	Fall Break – Remembrance Day - No Classes
Week 12 - November 16	Nursing Informatics Competencies & Application • Information and Knowledge Management • Professional Responsibility and Accountability for Digital Health • Use of ICT in Care Delivery Policy Development Project Part 3 Due Nov 22nd
Week 13 - November 23	Collective Bargaining/ UNA
Week 14 – November 30	Review Week
Week 15- December 7	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 weighted 10% or greater must be completed to obtain credit in the course and permitted to write the final examination, if applicable.

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).

STATEMENT ON ACADEMIC MISCONDUCT:

Academic misconduct will not be tolerated. 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. AI Use Disclosure:

The use of Artificial Intelligence (AI) tools are not encouraged for completing any assignments within this course. Students who choose to use AI tools must disclose and reference their use appropriately. AI tools may be used only for supportive purposes (e.g., checking grammar, APA formatting) if needed. AI tools **MUST NOT** be used for generating ideas, analysis, or original written content.

Students who use AI tools must include the following:

- An Appendix at the end of the assignment titled “AI Use Disclosure.”
- Include the exact prompts entered into the AI tool.
- Include the full or summarized AI-generated responses used.
- Briefly explain how the tool was used (e.g., “used to check APA formatting”).

- An in-text acknowledgment at the end of the assignment:
- “[AI tool name] was used for [purpose]. All outputs were reviewed prior
- to assignment submission. Prompts and outputs are provided in the
- Appendix.”
- For example: OpenAI’s ChatGPT 4o was used for APA formatting. All outputs were reviewed prior to assignment submission. Prompts and outputs are provided in the Appendix.

Failure to disclose AI use may be considered academic misconduct under Northwestern Polytechnic’s Academic Integrity Policy. Failure to uphold your assigned obligations will result in a grade of zero of any assignment

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 appropriate 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 the original source that was copied or if the student is unable to explain the terminology or ideas of a submission. Please note: 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. AI use without appropriate citation/reference is considered plagiarism.