

DEPARTMENT OF NURSING EDUCATION AND HEALTH STUDIES
COURSE OUTLINE – WINTER 2024
NS 2005 Innovation, Systems Thinking and Leadership in Health Care
3 (3-0-0) 45 Hours for 15 Weeks
Sections: A3, B3, C3

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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OFFICE HOURS:	Office hours vary; consult your individual course instructor to arrange for an appointment.	

CALENDAR DESCRIPTION:

An introduction to the concepts of innovation, health technology, systems thinking and relational leadership in a healthcare context. The course develops the knowledge, skills and values that foster personal capacity for innovation and relational leadership.

PREREQUISITE(S)/COREQUISITE:

None

REQUIRED TEXT/RESOURCE MATERIALS:

American Psychological Association. (2019). Publication manual of the American Psychological Association (7th ed). American Psychological Association. (Required)

Giddens, J. F. (2021). Concepts for nursing practice (3rd ed.). Elsevier. (Required)

Note: Foundations textbooks will be used as references throughout the program. Please retain your copies as they will be required resources in future courses. This course will heavily rely on resource material that will be provided for you by your instructors in the form of excerpts from books, articles, and other chosen literature.

REQUIRED RESOURCE MATERIALS:

Students are expected to familiarize themselves with the NS2005 myClass site and its documents. Students require a computer/laptop with a working camera/microphone.

DELIVERY MODE(S): Lecture

This course will be delivered on the GPRH HEC campus in a designated classroom as indicated on the student's timetable. Students are expected to attend classes in person.

COURSE OBJECTIVES:

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

1. Integrate the core abilities of design thinking and innovation into their own practice and learning as nursing students.
2. Appreciate the usefulness of systems thinking in the design and delivery of healthcare.
3. Differentiate the attributes and practices of relational leadership from other leadership approaches used in healthcare today.
4. Explore the contributions and challenges of health technology in the design and delivery of healthcare.
5. Discover their own personal strengths and values that will support them to be leaders of innovation.
6. Relate the processes of design thinking and innovation to inter-professional practice and teamwork.
7. Apply the practices of relational leadership, design thinking, and innovation to address a real-world healthcare challenge.

LEARNING OUTCOMES:

1. Appraise leadership styles, own leadership abilities, and examine the practices of relational leadership as a style that is well-aligned with nursing
2. Identify opportunities in healthcare organizations and in population health to apply design thinking and discuss the process.
3. Explore different technologies in healthcare and link to innovation and leadership.
4. Identify opportunities for leadership in collaboration and discuss from various perspectives.

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/Course Component	2024 Due Dates/Times	Weighting
Participation Rubric	Throughout every class	10%
Leadership Reflection Assignment:	February 9 at 1800h	15%
Midterm Exam	February 12 (A3 & C3) February 15 (B3)	25%
Virtues Group Project Assignment	March 8 at 1800h	20%
Final Exam	TBA- Scheduled during exam week April 17-24	30%

EVALUATION DESCRIPTIONS:

To pass NS 2005, students must complete all assignments and evaluation strategies. Failure to complete ALL Evaluation Strategies of the course will result in a course failure. All evaluation components of the course must be completed PRIOR to being permitted to write the final exam.

Academic dishonesty of any kind on any of the course evaluation components listed in this course outline, including the use of artificial intelligence (AI), will not be tolerated and will be subject to NWP's academic misconduct according to the Student Rights and Responsibilities policy:

<https://www.nwpolytech.ca/about/administration/policies/fetch.php?ID=69>

Participation Rubric

Students are expected to attend and contribute to discussions during all classes and class activities. Individual student participation and contribution to group learning must be demonstrated during each class and throughout the course. Students are expected to be punctual, and prepared for classes, having completed the pre-readings as assigned. Students are expected to use professional language, be respectful to others in the class and consistently demonstrate professional behaviors. In keeping with professional behavior, students are asked to report any absences to the course instructor prior to the scheduled class. Unexplained absences without informing the instructor prior to class and failure to contribute to class and group discussion will result in a failure on the participation rubric. A 2% deduction will be assigned for each student absence. Students who miss five (5) or more classes will be assigned a grade of zero. See Participation Rubric attached to this course outline for further details.

Leadership Reflection Assignment

Leadership is important in all aspects of nursing. Effective nurse leadership practices help create healthy workplace environments and improve patient experiences and outcomes. It is essential for all nurses and nursing students to embrace opportunities to develop their leadership skills.

Leadership Reflection Assignment Description

Students are to find and include a short video clip (2-4 minutes) from a movie/TV show, YouTube video demonstrating the qualities and virtues between a leader and a follower and answer the questions below. Refer to “The virtues of a nurse” document for ideas, but other virtues are applicable. Some ideas for movie or TV video clips include Greys Anatomy, Call the Midwife, The Good Doctor, ER, New Amsterdam, House, movies, and so many others...be creative in your search!

The following assignment criteria must be met:

- 1) Describe the leadership style that was depicted in the video clip that you chose. Provide your rationale.
- 2) Describe 2-3 leadership virtues that were demonstrated in the video clip that you chose.
- 3) Describe the impact these virtues had on the followers in the clip you have chosen.
- 4) What do you believe are the ideal virtues that a leader should have? List a minimum of 3-4 virtues and provide examples of how these virtues would enhance one’s leadership abilities.
- 5) What do you believe are the ideal virtues that a follower should have? List a minimum of 3-4 qualities and explain your rationale.
- 6) As a student nurse, describe two (2) examples that you can do to demonstrate leadership.
- 7) Discuss two (2) virtues that you believe exemplify your personal leadership abilities. Describe how these virtues will strengthen your ability to be a future leader in the nursing profession?

This assignment should be well articulated and composed of complete and grammatically accurate sentences with no abbreviations. This assignment should be a minimum of 2-3 pages and a maximum of 4 pages, double-spaced, Times New Roman, size 12 font. Students must use professional language and include 2-3 relevant references. Students are expected to use their own words, thoughts, perspectives and insights and direct quotes should be avoided. APA formatting is expected however, students may use a first-person narrative.

Virtues Group Project Assignment

Nursing virtues are the foundational characteristics and qualities that nurses embody in their professional practice. These virtues reflect the ethical principles, values, and behaviors that guide nurses in providing excellent patient care. Collaboration is an essential component in the nursing profession. Collaboration as a nurse requires using the best ideas and work towards the best outcomes. Group projects require students to work together and collaborate with one another. Collaborative working groups are particularly helpful as individuals often have limited areas of expertise and can benefit from others' input, insight, experiences, and perspectives. Collaboration is an effective strategy for problem solving and leads to innovation, increased success, and improved communication.

Assignment Description – Virtues Group Project:

Through the exploration of nursing virtues, students are to collaborate with their assigned group members to develop a digital media presentation that addresses the positive qualities of being a member of the nursing profession. Students are to select a non-costing digital media presentation template such as, but not limited to, PowerPoint, Canva, Google Slides, Visme, Slidebean, Genially or other equally acceptable digital media presentation format/template. It is expected that all members of the group collaborate and equally develop and create the project presentation. Each group will be assigned a virtue of particular importance to being a nurse. The digital media presentation must include a clear representation of their assigned virtue and must include the creative use of supplemental resources depicting the lived experience of a nurse relating to that virtue. Supplemental resource examples can

include, but are not limited to, video clips, poems, nursing stories, personal experiences, and news articles. The primary goal is to use the presentation to teach fellow nursing students about the importance of your assigned virtue.

Completed group projects will be presented to other students in the class as determined and scheduled by the course instructor. All members of the group must equally present their project to their peers and class members.

It is an expectation that student groups email their completed digital media presentation projects to their course instructor by the due date specified on the course outline.

Group Project Presentation Schedule: (Note: The schedule project presentation classes are subject to change):

A3-April 1 and April 8th

B3-April 4 and April 11th

C3-April 1 and April 8th

The following project assignment criteria must be met:

1. Projects must include accurate and credible information, with breadth and depth, appropriate to the target audience of student nurses.
2. Projects must include an introduction, conclusion, title slide and a slide for references.
3. The project presentation can be up to a maximum of eighteen (18) slides including both title slide and the references slide.
4. Groups are expected to explore and include relevant research relating to their assigned virtue.
5. The assigned virtues will be one of the following:
 - a. Nobility
 - b. Unity
 - c. Respect
 - d. Service
 - e. Excellence
 - f. Compassion
 - g. Detachment
 - h. Confidence
 - i. Humility
 - j. Professionalism
6. Projects must include information on your assigned nursing virtue: its definition, description, and its importance in nursing practice.
7. Examples of how the assigned nursing virtue applies to real-life nursing situations must be included.
8. Using applicable research, describe how these nursing virtues impact patient care and healthcare outcomes.
9. Identify potential challenges in applying the assigned virtue in real-life nursing practice.

10. Each group member must be an active participant in the creation of the digital media presentation project.
11. Students must be creative and innovative in their project design and use of technology and outside-the-box thinking.
12. Project slides should be colorful and use images/pictures.
13. Language should avoid slang terminology and abbreviations. Font size should be legible, clear, and easy to read.
14. APA formatted references are required. Use relevant, credible sources for this project. Paraphrasing is strongly encouraged, and direct quotes should be reserved for important quotes, poems etc.
15. Grades will be assigned as per the Virtues Group Project Presentation Rubric.
16. Presentations should be interactive with the audience and about **15 minutes** in length. All members of the group are expected to participate equally during their oral project presentation.

The Virtues Group Project Presentation Grading Rubric has been attached to the course outline and posted on the NS2005 myClass site.

Midterm Exam

The midterm exam includes the following concepts: Professional Identity, Leadership, Technology and Informatics. The exam will be completed on myClass. 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.

A student who has missed a midterm 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 midterm exam. A designated date and time for the deferred exam will be determined by the course instructor(s).

Final Exam

The final exam includes the following concepts: Health Care Organizations, Communication, Care coordination and Design Thinking, and Collaboration. The exam will be completed on myClass. 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 (April 17-24, 2024) 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 NS2005 myClass online site prior to the exam. This exam will be completed within scheduled and allotted time limits as determined by the course instructor(s). Students are expected to complete the exam individually

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).

GRADING CRITERIA:

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

COURSE SCHEDULE/TENTATIVE TIMELINE:

Students are to refer to the NS2005 *Course Calendar* posted on the NS2005 myClass online site for further details. (Please note: all dates are subject to change).

Week	Concepts and Interrelated Concepts
January 8-12	Course Orientation
January 15-19	The Virtues Project introduction
January 22-26	Professional Identify (concept)
January 29-February 2	Leadership (concept)
February 5-February 9	Technology & Informatics (concept)
February 12-16	Midterm Exam
February 19-23	Family Day and Winter Break-NO CLASSES
February 26- March 1	Health Care Organizations (concept)
March 4-8	Communication (Interrelated concept)
March 11-15	Care Coordination & Design Thinking (concept)
March 18-22	Collaboration (concept)
March 25-28 (March 29 th is Good Friday)	Review
April 1-5	Group Presentations
April 8-12	Group Presentations
April 17-24	Final Exam (Date to be Announced)

STUDENT RESPONSIBILITIES:

Students should refer to the College Policy on Student Rights and Responsibilities at:
<https://www.nwpolytech.ca/about/administration/policies/fetch.php?ID=69>

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

Professional responsibility for nursing students also includes attending classes. Attendance is expected, and all absences must be reported to the instructor prior to classes. Tardiness and unexplained absences for classes demonstrate unprofessional behavior and will be reflected in the Participation Rubric grade accordingly.

Active listening and participation are expected for all learning opportunities in the classroom setting. Students are expected to participate in various learning activities related to the course objectives as deemed necessary by their course instructor.

Important Dates:

Students are to refer to the 2023-2024 *Northwestern Polytechnic Academic Calendar* at <https://www.nwpolytech.ca/ce/calendar.html> regarding important dates.

Last day to Add/Drop: January 17, 2024

Last day to withdraw from courses in most programs with a grade of “W” is April 1, 2024

Nursing Program Policies:

Students are to refer to the 2023-2024 *Northwestern Polytechnic Academic Calendar* at and the <https://www.nwpolytech.ca/ce/calendar.html>

University of Alberta Collaborative Baccalaureate Nursing Program with Northwestern Polytechnic Student Handbook for specific nursing program policies that may pertain to the course.

Assignment Policy:

To obtain credit in the course, all individual and group assignments, evaluations and the final examination must be completed. Students are expected to make every effort to complete assignments on time. Assignment submissions are expected on the date determined by course instructor(s). 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. Exams and other course assignments may not be rewritten for a higher grade. Concerns regarding grading are to be discussed as soon as possible with the course instructor/faculty member involved.

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.

Specialized Support and Disability Services:

Students who require accommodations in this course due to disability affecting mobility, vision, hearing, learning, or mental or physical health are advised to discuss their needs with NWP's Student Services and the course instructor.

Communication:

Students must use their NWP e-mail address and include a subject line when communicating with the course instructor and other faculty members. The content messages of both e-mail and voice mail must be delivered in a professional manner. Inappropriate messages may be considered "harassment." Refer to the Code of Student Behaviour Section 30.3.4(6) d. Inappropriate use of e-mail sent to fellow students and members of the Faculty of Nursing will result in disciplinary action. Please refer to the University of Alberta/NWP Collaborative Faculty of Nursing's guidelines for e-mail etiquette, the link is provided: http://www.nurs.ualberta.ca/flex/email/Email_Etiquette.html

The use of social networking services such as, but not limited to, Facebook, Instagram, Snapchat, Tik Tok, Twitter, WhatsApp, internet messaging, blogs, and wikis, are subject to the professional and ethical responsibilities outlined in the Canadian Nurses Association (2017) Code of ethics for registered nurses, and the University of Alberta Code of Student Behaviour, Section 30.3.3 Inappropriate Behaviour in Professional Programs.

Course Material and Announcements:

The NWP Faculty of Nursing creates a myClass site for all undergraduate nursing courses. Students are expected to access and become familiar with their myClass site at the beginning of each course and to access their myClass site on a regular basis throughout the course. Failure to do so may result in students missing important course-related information, resources, instructor feedback, and announcements. General NWP Faculty of Nursing (FON) and course announcements will be made on myClass.

NS2005 Participation Rubric
Winter 2024

Student Name: _____

The student:	Yes	No
Attended all classes.		
If absent due to illness or other unavoidable circumstances, student informed instructor prior to class.		
Demonstrated punctuality for all classes.		
Prepared for all classes by having completed the assigned pre-readings.		
Contributed to all in class discussions.		
When applicable, attended classes remotely via Zoom, remained visible to all other students and the course instructor by having the computer/laptop camera on and microphone on throughout the entire class.		
Consistently used professional language, and active listening throughout every class.		
Consistently demonstrated respectful behaviors to other students, peers, guest speakers and the course instructor and avoided side conversations while others were speaking throughout every class.		
Consistently demonstrated professional behaviors throughout every class.		
Cooperated and communicated professionally with other students, peers, guest speakers and the course instructor.		

Note: A 2% deduction will be assigned for each student absence. Students who miss five (5) or more classes will be assigned a grade of zero.

Comments: _____

Course Instructor: _____

Date: _____

NS2005 Virtues Project Presentation Grading Rubric

Group Names:

Virtues Digital Media Presentation Evaluation Components:	
Content: assigned nursing virtue is clearly and comprehensively presented. Information presented is accurate and credible. Wording, sentences, and language used are appropriate for target audience of first year nursing students.	/10
Breadth and depth: content demonstrates knowledge, explanation, and a deeper understanding of the assigned virtue topic. Used relevant research to describe how nursing virtues impact patient care and healthcare outcomes.	/10
Creativity: evidence of creativity, innovation, technology, and out-of-the-box thinking in the project design. Virtue topic is well-supported with a variety of supplemental resources depicting the lived experience of a nurse.	/10
Reflection: clear information on the assigned nursing virtue including: its definition, description, and its importance in nursing practice. Included examples of how the assigned nursing virtue applies to real-life nursing situations and identified potential challenges in applying the assigned virtue in real-life nursing practice.	/10
Format: slides are organized in a logical manner. Length is within guidelines of a maximum of 18 slides. A title slide is included. Includes a clear, concise, and well-written introduction and conclusion.	/10
Design: pictures and images are used to enhance learning, add clarity and attract interest. Slides are clear, bright, and colorful and add interest to the viewer. Use of slide space is appropriate and slides are not overcrowded.	/10
Readability: clear, legible font size and color is used. Sentences are grammatically correct and free of spelling and punctuation errors. Absence of slang terminology and abbreviations.	/10
References: included and are relevant, current, and integrated into the digital media presentation. References are listed on references slide and according to APA.	/10
Oral Presentation Component	
Participation: all members of the group presented the project equally. Speakers maintained eye contact, spoke clearly and audibly.	/10
Engagement and Preparedness: all members of the group effectively engaged the audience members. Presentation was well-paced and oral presentation completed within allotted timelines.	/10
Total	/100

Note: This rubric is subject to change, see myClass for further details on updated versions.