

NUR 295 SPRING 23 COURSE ASSIGNMENTS

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Commented [DH1]: Please scroll down to analysis papers and capstone paper to see how assessing meeting the TH SLO.

Additionally, many of the exercises, reflective writing, and discussions will look at the history of nursing to build their competency in analyzing historical sources with appropriate attention to their various contexts.

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See Canvas for specific due dates and times and instructions and grading criteria and rubrics

Learning Exercise Analysis Assignments

There are three (3) Learning Exercise analysis assignments in this course. The Learning Exercises you can choose from, to analyze, are noted below. In solving the Learning Exercise, you must select a formal problem-solving or decision-making model and apply each step of the model to reach a decision about the best way to address the problem.

Writing Expectations—2 to 4 pages, double-spaced, in length, not counting title page and references. APA format required (title page, citations in body of paper, and reference list). The steps of the problem-solving or decision-making model chosen should be used as subheadings for the paper. Each analysis should include a brief introduction and conclusion. Be sure to identify numerically which Learning Exercise is being analyzed.

Each Learning Exercise analysis is scored from 0 to 25 points. Ten points will be subtracted for each day the paper is late, including weekends. Any paper received more than 5 days late will not be accepted/scored.

Due Week 5 Learning Exercise Analysis: Ethical Issues/Legal and Legislative Issues

Solve one of the following Learning Exercises from [Marquis and Huston's Leadership Roles and Management Functions in Nursing, 10th edition](#).

- Learning Exercise 4.2 (page 92)
- Learning Exercise 4.7 (page 104)
- Learning Exercise 4.10 (page 106)
- Learning Exercise 5.2 (page 116)
- Learning Exercise 5.8 (page 132)
- Learning Exercise 5.9 (page 133)

List which Learning Exercise you are solving at the start of your analysis and provide a brief summary of the case. Be sure to apply an appropriate problem-solving/decision-making model (Traditional Problem-Solving Process, Managerial Decision-Making Model, The Nursing Process, or the Integrated Ethical Problem-Solving Model) in determining what you should do. Justify your decision with supporting evidence.

Due Week 8 Learning Exercise Analysis: Organizational, Political, and Personal Power/Organizing Patient Care

Solve one of the following Learning Exercises from [Marquis and Huston's Leadership Roles and Management Functions in Nursing, 10th edition](#).

- Learning Exercise 13.3 (page 333)
- Learning Exercise 13.8 (pages 347–348)
- Learning Exercise 13.10, Situation 1 (page 349)
- Learning Exercise 14.4, Situation 3 (page 364)

List which Learning Exercise you are solving at the start of your analysis and provide a brief summary of the case. Be sure to apply an appropriate problem-solving/decision-making model (Traditional Problem-Solving Process, Managerial Decision-Making Model, The Nursing

Process, or the Integrated Ethical Problem-Solving Model) in determining what you should do. Justify your decision with supporting evidence.

Due Week 9 Learning Exercise Analysis: Creating a Motivating Climate/Organizational, Interpersonal, and Group Communication in Team Building

Solve one of the following Learning Exercises from [Marquis and Huston's Leadership Roles and Management Functions in Nursing, 10th edition](#).

- Learning Exercise 18.5 (page 483)
- Learning Exercise 18.6 (page 486)
- Learning Exercise 19.3 (page 502)
- Learning Exercise 19.14 (page 524)

List which Learning Exercise you are solving at the start of your analysis and provide a brief summary of the case. Be sure to apply an appropriate problem-solving/decision-making model (Traditional Problem-Solving Process, Managerial Decision-Making Model, The Nursing Process, or the Integrated Ethical Problem-Solving Model) in determining what you should do. Justify your decision with supporting evidence.

Reflective Writing Assignments

There are two (2) reflective writings assigned in this course. True reflection requires analysis and higher-level thinking, as well as self-awareness and risk taking. Genuinely reflective writing typically involves “revealing” anxieties, errors and weaknesses, as well as strengths and successes.

The reflective writing should be 3 to 4 pages in length, not counting title page and references. APA format required (title page, citations in body of paper, and reference list). Should include subheadings and be written in a scholarly manner. First person (I) is acceptable for these papers and, in fact, is expected.

Although the focus of these reflective writings is self-analysis, cited references should be included to support your analysis. See the rubric for reference expectations.

The reflective writing will be scored from 0 to 25 points. Ten points will be subtracted for each day the paper is late, including weekends. Any paper received more than 5 days late will not be accepted/scored.

Due Week 4 Reflective Writing Assignment: Overview of Leadership and Management

Identify characteristics that you believe an effective leader possesses. Which leadership characteristics do you have? Do you believe that you were born with leadership skills, or have you consciously developed them during your lifetime? If so, how did you develop them? Define your predominant leadership style (authoritarian, democratic, or laissez-faire). What style of leadership do you work best under?

Due Week 12 Reflective Writing Assignment: Quality Control in Creating a Culture of Patient Safety

Where does individual provider responsibility and accountability begin and end in a culture in which medical errors are recognized as being a failure of the system? Given that most individuals can quickly identify medical errors that have happened to them, a friend, or a family member, why does the US public seem so reluctant to accept that medical errors constitute a threat to the quality of their health care?

Due Week 10 - Resume, cover page and philosophy on nursing reflection:

Part of your interview process will be to compose a resume of your education, work experience, skills, certifications, and references. You will turn this in and gain feedback on the construction and contents. Remember, you will have a group interview, so you want your resume to stand out.

Discussion Board Assignments

There are two (2) discussion board assignments in this course. A brief introductory paragraph introduces the topic of the discussion. One or more succinct paragraphs are needed to answer each of the discussion board questions. Use current literature (5 years old or less) to support your views. Be sparing in your use of quotes. Learn to paraphrase the information you are sharing from a source. A paragraph at the end gives a brief summary of the discussion. The initial posting for each topic should be a minimum of 500 words in length (not including the references).

Use APA formatting, 12-point type font, double spacing, indenting of each paragraph, and proper spelling and grammar. You do not need a title page or a separate "References" sheet, but a "References" section should be included at the end of your posting if you cite sources. A peer response (response to another student's posting) is required for each topic. The peer response posting is typically 2 to 3 paragraphs or approximately 250 words (not including references). You are welcome to make several responses to peers, but only the first will be graded. Think of the peer response as a formal response to a colleague. Peer responses should add something new to the discussion. Do not just say "good posting" or make nonspecific suggestions/comments. Ask questions to further clarify the discussion at hand. Review the rubric for the discussion board, so you are clear what meets expectations and what is exceptional and how points are allocated.

Each discussion topic is worth 25 points (20 points for original response and 5 points for the response to peer). The discussion board questions for this course follow:

Due Week 6 Discussion Board Assignment: Patient, Subordinate, Workplace, and Professional Advocacy/Organizational Planning

Choose one of the following questions to answer for this week's discussion board. Make sure to repost the question you selected at the top of your posting.

1. List three things that you would like to change about nursing or the health-care system. Prioritize the changes that you have identified. Identify the strategies that you could use

individually and collectively as a profession to make the change happen. Be sure that you are realistic about the time, energy, and fiscal resources you have to implement your plan.

2. Do you belong to your state nursing organization or student nursing organization? Why or why not? Make a list of three other things that you could do to advocate for the profession. Be specific and realistic in terms of your energy and commitment to nursing as a profession.

Due Week 11 Discussion Board Assignment: Delegation/Conflict, Workplace Violence, and Negotiation

Choose one of the following questions to answer for this week's discussion board. Make sure to repost the question you selected at the top of your posting.

1. Why do you believe professional RNs are still completing so many non-nursing tasks?
2. How comfortable do you believe most RNs are in the role of delegator to UAP?
3. Do you believe most RNs feel clarity regarding role differentiation between the RN and the UAP?
4. Do you believe that patients typically are aware whether it is the UAP or licensed nurse that is caring for them?

IHI Modules:

Complete 4 online modules through the Institute for Healthcare Improvement. These modules cover material specific to quality improvement, patient safety, and leadership. Click on link to enroll in your free student account -

<https://my.ihl.org/Portal/rise/Contacts/ihl-create-account/create-account-complete.aspx>

Once you have enrolled, navigate to: Education-Take a Course-Browse Catalog- in search box just type "L101" and course will come up

1. Week 2 – IHI Module: L101 Introduction to Healthcare Leadership
2. Week 3 - IHI Module: PS 104 Teamwork and Communication
3. Week 7 - IHI Module: PS 101 Introduction to Patient Safety
4. Week 13 - IHI Module: QI 101 Introduction to Healthcare Improvement

ATI Leadership Exam:

Students will complete the assigned practice assessment prior to taking the proctored assessment. Students will take the practice assessments within the designated and allotted time frame. All students must complete the proctored assessment. Students will earn 5 points for completion of each practice assessment and 20 points for completion of proctored assessment.

Change/QI project Presentation:

During your first meeting with your assigned leader, discuss the assignment below to begin working on a real (or potential) improvement project for the unit you are working on.

The purpose of this assignment is to identify an area in the hospital setting that needs improvement. It should be related to making the quality of patient care better, but can also be related to the unit budget, nurse retention, or workplace violence or specific patient care concerns.

Once the area of need is identified:

1. Explain how you came about this and what the outcome goal will be.
2. What is the value of making the change?
3. Develop a policy to change the area of need and explain how you will implement the change.
 - a. Who will be involved in the change?
 - b. How will you get them to “buy-in” to the change?
 - c. How long do you anticipate it will take?
4. What resources might you need to implement the change and where will you get them?
 - a. Is there a contingency budget in the unit budget for things like this?
 - b. If not, what other sources of money is available?
5. Graph your data to show either improvement or regression in the quality improvement project. (if not fully executed, show expected data).
6. Discuss why the project was successful or unsuccessful (If not “real” discuss what aspects would make it successful or unsuccessful).

Present your project to the class in a 12 slide PowerPoint addressing the above key areas of the Change/QI project.

Analysis Papers

The purpose of these papers is for you to develop critical, analytical and historical abilities in engaging with primary and secondary texts. Each paper should be about three -five pages in length.

In writing the analysis papers, students are required to adhere to the following instructions:

1. Provide an analytical and integrated summary of the basic and overall content of the text(s):
 - a. Identify author’s thesis (or theses) or the main issues/points the text(s) is addressing:
 - i. including a conclusion - basically, what is the point(s) of the author/text?
This part should take up a major portion your paper.
2. In a paragraph or two, evaluate and interact with the document.
 - a. Assess the argumentation (the way the author argues for his/her thesis/points/arguments)
 - b. Discuss the significance of the text(s) in its historical and theological contexts and then respond to and/or reflect upon them.

Grading for the paper will be based on the demonstration of:

- 1) Thorough, succinct, and accurate summary
- 2) Thoughtful, insightful, and creative interaction and reflection
- 3) Quality of the presentation, such as grammar, style, and spelling

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Spiritual Integration into nurse leader role: A Historical Perspective

Spiritual Integration into nurse leader Paper

Our training makes nurses very skillful at providing physical care to our patients. Nursing's metaparadigm is based on providing wholistic care that includes body, mind, and spirit. However, the spirit often gets short changed as nurse leaders fail to role model spiritual care.

Nurses ask their patients "Do they associate with a particular religion?" and "Do they want a chaplain or other religious staff person to come for a visit?" Too often, however, this type of nursing care ends in only a superficial spiritual assessment of the patient. Thus, nurse leaders must role model how to offer spiritual care in their nursing practice.

The purpose of the Spiritual Integration into nurse leader Paper is to help the student to research past nurse leaders, demonstrate an understanding of how they role modeled spirituality into their nursing practice and develop thoughtful, insightful reflection of how to develop spirituality into your nursing practice.

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Include:

- Part 1 - Discussion of chosen nurse leader:
 - Thorough summary of spiritual integration into their nursing practice. Some discussion points to include:
 - What are the benefits to integrating spirituality into both nursing practice with patients and as nurse leader with peers, organization?
 - What issues might/did this nurse leader encounter that would keep/kept them from either facilitating or serving as a role model to teach faith integration into practice?
 - What challenges exist in the healthcare setting that keeps us from providing spiritual care? Policies? Regulations? Lack of spiritual assessment tools? Lack of support system?
 - How did this nurse leader overcome these barriers to integration of spirituality into practice.
- Part 2 - Evaluate and Interact with information:
 - Discuss the significance of this nurse leader in a historical and theological context
 - Reflect upon this nurse leader's practice and discuss approaches you will take to integrate spirituality into your role as a nurse and a nurse leader.
 - Discuss any real or perceived barriers and how you would overcome them

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Spiritual Integration into nurse leader role: A Historical Perspective
Grading Rubric

Part 1 -	27-30	24-26	20-23	0-20	Points
Source Selection & Integration	Primary source used. Source is relevant, authoritative and credible. Sources play an essential role in the paper's intervention in the historiography and in the overall argument of the paper.	Uses appropriate sources, but some sources lack variety or depth. The majority of sources are relevant to the topic and are authoritative and credible. Discuss the significance and relevance of the sources, but actual reliance on the sources to advance the argument is minimal.	Uses sources that lack variety or depth, and has not sufficiently explored sources on the topic. Many sources don't appear relevant and/or are of questionable authority and credibility. The sources are related to the overall topic, but their role in supporting the paper's argument is unclear.	Clearly relies on poor sources and has evidently not explored the breadth of sources on the topic. Sources lack relevance to the topic and are not authoritative or credible. Sources used are not relevant to the argument of the paper.	/30
Critical Analysis	Thorough analysis and summary of leader's spiritual integration into their nursing practice. All discussion point included	Partial analysis and summary of leader's spiritual integration into their nursing practice. Some discussion point included.	Partial summary of leader's spiritual integration into their nursing practice. Some discussion point included.	Partial summary of leader's spiritual integration into their nursing practice. Few discussion point included. Little or no critical engagement with the sources.	/30
Part 2 - Conclusion	Strong conclusion that summarizes the salient points and significance of this nurse leader in a historical and theological context. Thorough discussion and reflection on approaches you will take based on analysis of leader with spiritual integration into practice	Conclusion that summarizes the main points of your issue in a succinct manner. Brief discussion and reflection on approaches you will take based on analysis of leader with spiritual integration into practice	Weak conclusion that summarizes the main points of your issue in a succinct manner.	Did not include a strong conclusion that summarizes the main points of your issue in a succinct manner.	/30
	9-10	7-8	5-6	0-4	Points
APA format	APA correctly used throughout paper. Citations and references are formatted correctly *3-5 pages	Generally acceptable but some minor mistakes. 50% citations and references are formatted correctly *3 pages	Multiple mistakes in APA format. 50% some citations and references are formatted correctly; resources * < 3 pages	APA format is not used correctly or at all. Citations and references are formatted incorrectly. * < 3 pages	/10

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*(Rubric adapted from: History Department Primary Source Assessment Rubric 2020, Westmont College)

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Analysis Paper – Organizational Culture: History and Evolution
Organizational Culture: History and Evolution Paper

The purpose of the Organizational Culture: History and Evolution paper is to analyze and discuss the history and evolution of nursing leaders related to creating a positive organizational culture. Using primary and secondary sources discuss the importance of creating a work environment in which both the individual and organization can thrive.

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Include:

- Part 1 - Discussion of the history and evolution of nursing leaders related to creating a positive organizational structure
 - Discuss the need to create a positive work environment (ensure cite reliable, current sources to validate your statement).
 - Discuss individual motivation
 - delineate how the work of individual motivation theorists has contributed to the understanding of what motivates individuals inside and outside the work setting
 - describe the relationship between motivation and behavior
 - differentiate between intrinsic and extrinsic motivation
 - Analyze how motivated individuals affect the organizational culture.
 - Discuss organizational climate development
 - Analyze a nursing theory aimed at creating a positive work environment
 - Discuss the main tenets associated with this theory
- Part 2 - Evaluate and Interact with information:
 - Discuss the significance of this nursing theory in a historical and theological context
 - Reflect upon this theory and discuss approaches you will take to create a positive work environment in your role as a nurse and a nurse leader.
 - Discuss any real or perceived barriers and how you would overcome them

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Analysis Paper – Organizational Culture: History and Evolution
Grading Rubric

	27-30	24-26	20-23	0-20	Points
Part 1 - Source Selection & Integration	Primary and secondary sources are used. Source is relevant, authoritative and credible. Sources play an essential role in the paper's intervention in the historiography and in the overall argument of the paper.	Uses appropriate sources, but some sources lack variety or depth. The majority of sources are relevant to the topic and are authoritative and credible. Discuss the significance and relevance of the sources, but actual reliance on the sources to advance the argument is minimal.	Uses sources that lack variety or depth, and has not sufficiently explored sources on the topic. Many sources don't appear relevant and/or are of questionable authority and credibility. The sources are related to the overall topic, but their role in supporting the paper's argument is unclear.	Clearly relies on poor sources and has evidently not explored the breadth of sources on the topic. Sources lack relevance to the topic and are not authoritative or credible. Sources used are not relevant to the argument of the paper.	/30
Critical Analysis	Thorough analysis and summary of nursing theory and creation of organizational culture. All discussion point included	Partial analysis and summary of nursing theory and creation of organizational culture. Some discussion point included.	Partial summary of nursing theory and creation of organizational culture. Some discussion point included.	Partial summary of of nursing theory and creation of organizational culture. Few discussion point included. Little or no critical engagement with the sources.	/30
Part 2 - Conclusion	Strong conclusion that summarizes the salient points and significance of nursing theory and creation of organizational culture. Thorough discussion and reflection on approaches you will take based on analysis of nursing theorist approach to creating a positive organizational culture.	Conclusion that summarizes the main points of your issue in a succinct manner. Brief discussion and reflection on approaches you will take based on analysis of nursing theorist approach to creating a positive organizational culture.	Weak conclusion that summarizes the main points of your issue in a succinct manner.	Did not include a strong conclusion that summarizes the main points of your issue in a succinct manner.	/3
	9-10	7-8	5-6	0-4	Points
APA format	APA correctly used throughout paper. Citations and references are formatted correctly *3-5 pages	Generally acceptable but some minor mistakes. 50% citations and references are formatted correctly *3 pages	Multiple mistakes in APA format. 50% some citations and references are formatted correctly; resources * < 3 pages	APA format is not used correctly or at all. Citations and references are formatted incorrectly. * < 3 pages	/10

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*(Rubric adapted from: History Department Primary Source Assessment Rubric 2020, Westmont College)

Total: ___/100

Theory Capstone Scholarly Paper “The History of Nursing”

Assignment Instructions

The culmination of this course will result in a 10-page (excluding cover page and reference page) scholarly paper using historic and current references to explore the history of nursing and how what you have learned will inform or impact your personal nursing practice. The paper will include the introduction to one of the “20 Famous Nurses Who Changed the World” from your *PHI 200 Nursing for Human Flourishing* course. You must have approval of this person from the course instructor.

There are four parts to this paper. Use APA format, cite all references and provide a complete reference page. *See grading rubric below for grading criteria.

Part 1: Chose a nurse from the “20 Famous Nurses Who Changed the World” from your *PHI 200 Nursing for Human Flourishing* course. Develop the nurse you have chosen so the reader has a good understanding of the historical perspective of this nurse and how they impacted the role of the nurse, the impact their work had on healthcare at the time, challenges this nurse was posed with and how they overcame them. Explain the type of care this nurse gave, how did they keep records, were physicians involved in care? Was this nurse recognized as an important member of the healthcare team as we know it today? You will need to use primary resources (historical references) for this information.

Part 2: Explain how the rise of Western Medicine occurred in the 19th century. Explore the use of religious and secular nurses to care for soldiers in both European and American wars. Who were the “famous” nurses of this century and how did their practice impact changes that occurred in medical treatment? Include your awareness and appreciation for the particularities of time and place. You will need to use primary resources (historical references) for this information.

Part 3: Provide a spiritual reflection of how a spiritual assessment, learned in *NUR 220 Fundamental of Nursing*, can impact the care a patient receives (what the patient is willing to accept). Reflect on the care of the “Sisters of Mercy” and other religious orders to understand “calling to care.” In your analysis include your current understanding of spirituality and its importance in fear, anxiety, depression, and hope of patients who are experiencing a serious illness or newly diagnosed chronic condition. How will has what you have learned from past leaders, nursing theorists affect in this program impacted the spiritual care you will provide to your patients? What has informed changes in your care from clinical learning experiences you have had? Are you a caretaker or caregiver, explain your answer. This section is a person reflection but also using primary and secondary resources.

Part 4: To close the loop on the history of nursing and the change in care of nurses over time; trace the onset and evolution of nursing research and evidence-based practice using information learned in *NUR 260 Nursing Research and Informatics*. What does “Best Practice” mean to you? Give an example of how best practice is measured in the clinical setting. Include your sense of the complex process of change and continuity of evidence over time to change nursing practice. You will use secondary resources for this section.

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Conclusion: ~~your conclusion should be a concise~~ Provide an analytical and integrated summary of your paper of the basic and overall content, including the salient points that have informed or impacted your nursing practice as you enter your career in nursing.

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“The History of Nursing” Scholarly Paper Grading Rubric

The culmination of this course will result in a 10-page (excluding cover page and reference page) scholarly paper using historic and current references to explore the history of nursing and how what you have learned will inform or impact your personal nursing practice. *See scholarly paper assignment above for complete instructions.

Criteria	Levels of achievement				Assigned points
	45-50 points	30-44 points	10-29 points	0-9 points	
Part 1 – “20 Famous Nurses Who Changed the World”	Comprehensive discussion with developed historical perspective of chosen nurse and impact to nursing. All topics addressed thoroughly. Primary resources used.	Well written discussion omits some topics to be addressed in assignment instructions. Primary resources used.	Well written discussion omits some topics to be addressed in assignment instructions, some topics addressed without thorough discussion, primary resources omitted.	Brief discussion omits some topics to be addressed in assignment instructions, some topics addressed without thorough discussion. Primary resources omitted	/50
Part 2 – Rise of Western Medicine	Comprehensive discussion how the rise of Western Medicine occurred in the 19th century. Exploring the use of religious and secular nurses to care for soldiers in both European and American wars. All topics addressed thoroughly. Primary resources used.	Well written discussion omits some topics to be addressed in assignment instructions. Primary resources used.	Well written discussion omits some topics to be addressed in assignment instructions, some topics addressed without thorough discussion, primary resources omitted.	Brief discussion omits some topics to be addressed in assignment instructions, some topics addressed without thorough discussion. Primary resources omitted	/50
Part 3 – Spiritual Reflection	Comprehensive personal spiritual reflection of how a spiritual assessment impacts the care a patient receives.. All topics addressed thoroughly.	Well-developed personal reflection that omits some topics to be addressed in assignment instructions.	Personal spiritual reflection omits some topics to be addressed in assignment instructions. Some topics addressed without thorough discussion	Discussion not a personal reflection and omits some topics to be addressed in assignment instructions.	/50
Part 4 – Evolution of nursing research and EBP.	Comprehensive discussion of the evolution of nursing research and EBP with well-developed example given. All topics addressed thoroughly. Secondary resources used.	Well written discussion omits some topics to be addressed in assignment instructions. Secondary resources used.	Well written discussion omits some topics to be addressed in assignment instructions, some topics addressed without thorough discussion, secondary resources omitted.	Brief discussion omits some topics to be addressed in assignment instructions, some topics addressed without thorough discussion. Secondary resources omitted	/50

Criteria	20-25 points	15-19 points	10-14 points	0-9 points	points
Conclusion	<u>Provides a strong analytical and integrated summary of the basic and overall content, including the salient points that have informed or impacted your nursing practice as you enter your career in nursing.</u> Strong conclusion that summarizes the salient points that have informed or impacted your nursing practice as you enter your career	Conclusion that summarizes the main points of your issue in a succinct manner.	Weak conclusion that summarizes the main points of your issue in a succinct manner <u>without analysis.</u>	Did not include a strong conclusion that summarizes the main points of your issue in a succinct manner.	/25
APA format	APA correctly used throughout paper. Citations and references are formatted correctly, <u>resources</u> are within 5 years, and from peer reviewed journals. *10 pages	Generally acceptable but some minor mistakes. 50% citations and references are formatted correctly, <u>resources</u> are within 5 years and from peer reviewed journals. *6-8 pages	Multiple mistakes in APA format. 50% citations and references are formatted correctly, resources, however not within 5 years or from peer reviewed journals. *< 6 pages	APA format is not used correctly or at all. Citations and references are formatted incorrectly, many resources are outdated and not from peer reviewed journals. *< 6 pages	/25

Total Grade: /250

Comments: