

**KWANTLEN UNIVERSITY COLLEGE  
BSN NURSING PROGRAM**

**NRSG 4111: PROFESSIONAL GROWTH 5:  
Nurses Influencing Change**

<b>Course Materials</b>	
<b>Faculty</b>	June Kaminski, RN MSN <b>Office:</b> G 2014 <b>Phone:</b> (604) 599-2085 <b>Voicemail:</b> 9179  <b>Email:</b> junekaminski@shaw.ca or june.kaminski@kwantlen.net
<b>Course Credits &amp; Location:</b>	3.0credits    D328
<b>Required Texts:</b>	No required texts.  Readings are all on-line and indicated in each learning activity in these course materials.  To easily access readings go to: <a href="http://www.nursing-informatics.com/N4111">http://www.nursing-informatics.com/N4111</a>
<b>Course Days and Times:</b>	Wednesdays 9am to 12 noon 4 hour class, 1 hour self-directed (8 – 9 am)

### **Course Description:**

This course explores ways nurses can influence and create change for the promotion of societal health. Emphasis is placed on selected strategies for enhancing nursing influence on the evolving Canadian health care system.

### **Ends In View:**

Students who successfully complete the course will have reliably demonstrated the ability to:

1. explore their potential as change agents in the community and the nursing profession

2. understand the political process at the local, provincial, federal, and international level for nursing and health care
3. understand and critique issues related to creating and implementing health care policy
4. use change frameworks to strategize for change in the community and the profession
5. develop, implement, and evaluate a strategy for change
6. explore how to transform ideas or policy into effective interventions to promote health evidence-based practice

## **COURSE STRUCTURE & CONTENT:**

The course content consists of the following topics/concepts:

1. Change theories, processes and strategies to empower nurses
2. The Canadian health care system
3. The structure and processes of politics in the context of health care policy
4. Health care reform
5. Lobbying as a change strategy
6. Contemporary issues in the community and the profession related to policy and health promotion

## **Course Processes**

Students will engage in a variety of learning activities to examine change at the micro, meso, and macro levels of society. They will have a variety of opportunities to view themselves as health professionals who have the mandate, knowledge, and skills to bring about change. Educational processes will include lecture-discussion, independent study, individual and/or group work in the use of change theories, and active participation in critiquing case studies, media stories as well as reflecting and debating issues related to change in the community and the profession.

## **Course Resources**

Required readings are listed in the “In Preparation” section of each learning activity. Enrichment readings are recommended to further expand your knowledge about nursing inquiry, and may be listed in the “Reference” section of the learning activities.

## **Computer Access**

Computer access is encouraged for this course, either at home or on campus. There are several areas on campus where student computer facilities are available. Labs in Buildings D and G are well equipped for student use, some with statistical software installed. Computers in the Learning Resource Center on the second floor of Building D are another possible area to do your work.

You will also need graphical access to the Internet (Firefox or Internet Explorer) to access readings, research studies, databases, and other informative sites for study, practice, and research analysis.

Participants are expected to have or to develop basic computer skills, including wordprocessing, presentation skills, table and graph development, Internet browsing and downloading, email use including sending documents through attachments, and library searches. Each student must have a private email address that can receive attachments.

## **Policies and Procedures**

Students are expected to review the Student Resource Manual, the Kwantlen University College Calendar, and the on-line Kwantlen University College Policies and Procedures for pertinent policies to this course. Grading, Attendance, Plagiarism, Withdrawing from Courses, Student Conduct, Progression of Students, Applying for Awards and Scholarships, Late Assignments, and Cheating are all areas that should be reviewed and understood.

## **Evaluation**

Course grades will be calculated based on the sum of the individual assignment grades received. Students are reminded to review the Kwantlen University College Calendar for the grade criteria and parameters.

## **Course Assignments**

Further information is provided on the individual Course Assignments pages of this syllabus. There are a total of four assignments, selected to give you ample opportunity to explore the process of change in an academic manner.

There is NO final or midterm examination for this course.

## **Nursing 4111 Nurses Influencing Change**

### **Assignment #1: Visual Map of Change Plan**

***Maximum Possible Mark: 15 marks***  
**Final Due Date: WEEK 5**

This assignment will be completed to help you to further visualize and conceptualize the steps of process for planned change, which will culminate in your scholarly paper in Assignment 2. You can select the type of visual map that you will create, for example a concept map, flow chart, change planning matrix, an art creation, or other visual organizational creation.

#### **Guidelines**

1. Write down the steps you will follow to plan the change process you will address in your scholarly paper. Particular information that should be included are:
  - the change theory you will use, e.g. Lewin, Satir, Appreciative Inquiry, etc.
  - the target group you will address (recipients of the change process)
  - the context that the change will occur within (e.g. Hospital, province, school, community)
  - What needs to change
  - Strategies for change
  - Timeline
2. Create your visual map, and include all of the information that you outlined (as above) in a visual way (using text to label the various graphical components). Utilize the following to add clarity and visual appeal to your work.
  - Colour
  - Shapes or Cells (if using a matrix)
  - Keywords and Labels
  - Small Graphical illustrations, Icons or Drawings
  - Layout and Use of Space
3. Your work can be hand drawn or computer rendered. Aim for a 8.5 x 11” letter size final product.

## **Nursing 4111 Nurses Influencing Change**

**Assignment #2:  
Application of Change Theory Scholarly Paper**

***Maximum Possible Mark: 30 marks***  
**Final Due Date: WEEK 7**

This assignment will be completed to give you the opportunity to apply a selected change theory to a societal change issue of your choice. It will also help you to further develop your scholarly writing skills.

**Topic:** Your topic should address a current issue in nursing and/or society where change is blatantly needed. You need to clearly identify and research one selected change theory (eg Lewin, Rogers, Bennis, etc.) and apply it to the issue in question.

**Audience:** Your paper should address a nursing audience. Visualize your paper being submitted to a nursing journal of your choice, and write it with this image in mind.

**Format:** 10 double spaced pages of text (not including graphics, cover page, appendices or references), 1 inch margins, 12 point font in Times Roman, APA style, use subheadings.

**Thesis:** Include your thesis statement in the Introduction. Use subheadings to separate different aspects of your paper which support your main thesis. Provide supporting evidence for your thesis throughout the body of your paper, using a logical, well developed, consistent style.

**Marking:** The total maximum 30 marks will be assessed using the following criteria:

**Maximum Mark includes assessment of:**

- 2 - Clear thesis statement.
- 5 - Comprehensive presentation and application of selected Change Theory.
- 5 - Clear, logical flow to writing.
- 3 - Consistent use of APA style.
- 5 - Format (spelling, grammar, use of quotations, sentence structure).
- 5 - Uniform consistent paper composition: (introduction, body, conclusion, use of transitionals).
- 5 - Presentation and analysis of selected nursing or societal issue.

Total: maximum 30 marks

## Nursing 4111 Nurses Influencing Change

### Assignment #3:

#### Digital Media Presentation of a Societal Change Campaign

***Maximum Possible Mark: 30 marks***

**Final Due Date: WEEK 10**

This assignment will give you the opportunity to explore the general principles and dynamics of the societal change process applied to a selected media medium campaign and creating a digital media presentation to share your exploration. You may work on this project independently or in pairs. Your work will be uploaded to the course website. Your choice of mediums may include:

- A website
- A pamphlet
- A booklet
- A multimedia presentation
- A Powerpoint presentation
- A video
- A photo-story presentation
- A Flash or Swish presentation
- A digital poem (set to music) or song
- An online game
- A blog

**Marking: The total maximum 30 marks will be assessed using the following criteria:**

#### **Breakdown of Marking Criteria:**

- 7 - Obvious application of key Change Process concepts and processes.
- 5 - Clear, logical flow (writing/visual presentation)
- 3 - Visual appeal.
- 5 - Format (spelling, grammar, use of quotations, sentence structure).
- 5 - Aesthetic use of colour, font, white space, graphics, animation, headings, layout.
- 5 - Effective use of digital software program of your choice (ie Powerpoint, Flash, Swish, MS Publisher, Quicktime, Dreamweaver, CoffeeCup, Pagemaker, Quark, etc.)

## Nursing 4111 Nurses Influencing Change

**Assignment #4:  
Group Presentation: Contemporary Issues in Nursing and the Community**

***Maximum Possible Mark: 25 marks***

**Final Due Date: WEEK 11, 12, 13**

This assignment gives you the opportunity to further your group collaborative and planning skills as well as skill in presenting a topic in front of an audience. It also affords opportunity to further investigate a selected contemporary issue in nursing and in the community and to plan how the change process could be applied to address the issue.

**Guidelines:**

1. Form a group of 4 – 5 members. Plan regular meetings to divide the work and plan the session.
2. Select a topic of mutual interest that clearly invites the application of the change process in either the nursing profession, or in the community at large.
3. Prepare a 15 minute presentation including visual aids such as posters, Powerpoint, handouts.
4. Each member of the group should be involved in both the preparation and the presentation. Planning is needed in order to divide the presentation time equitably and efficiently.
5. Prepare a reflective summary to detail the group process used. Include a description of how tasks were distributed in the group, an explanation of how you chose the style and delivery of presentation used, innovations and visual aids used, and the general group dynamics.

**Marking: The total maximum 25 marks will be assessed using the following criteria: (all group members given the exact same mark)**

- 5 - Comprehensive presentation and application of key Change Process concepts and processes, addressing the selected contemporary issue.
- 5 - Clear, logical flow to presentation.
- 5 - Equitable division of labour (preparation and presentation).
- 5 - Clarity and style of delivery.
- 5 - Aesthetic use of visual aids.
- 5 - Reflective summary (done by group together)

**Nursing 4111: Nurses Influencing Change**

## Fall 2007

## SUGGESTED WEEKLY CLASS SCHEDULE

WEEK	THEORY FOCUS	LEARNING ACTIVITIES
1 Sep 5		Review of Syllabus and Expectations
2 Sep 12	Change Theory and Process	The Change Process and Selected Theories
3. Sep 19	Change Theory and Process	Planned Change and Selected Theories
4. Sep 26	Change Theory and Process	Adapting to Change and Selected Theories
5. Oct 10	Change Theory and Process <i>Visual Map Assignment Due</i>	Context of Influencing Societal Change
6. Oct 17	Societal Change	The Impact and Influence of Images and Roles of Nursing
7. Oct 24	Societal Change <i>Change Theory Paper Due</i>	Influencing Health Care Reform
8. Oct 31	Societal Change	Influencing Health Policy Change
9. Nov 7	Societal Change	Strategies for Political Action/Change
10 Nov 14	Societal Change <i>Media Project Due</i>	Nurses as Change Agents
11 Nov 21	Change Strategies <i>Group Presentations Due</i>	Lobbying and Coalition Building
12 Nov 28	Change Strategies <i>Group Presentations Due</i>	Media as Medium for Change
13 Dec 5	Change Strategies <i>Group Presentations Due</i>	Innovation and Advocacy