Transitions to Practice
NURS 4634.060, Concurrent ADN-BSN
Spring 2023

Scheduled Class Days and Times:
Online; synchronous Zoom sessions are required and will be announced

Instructor's Name: Eva Blight, DNP, APRN, RNC, PNP-PC, NNP-BC, NE
Phone: 409-392-6339
Email: eblight@uttyler.edu
Office Hours: Since this is an online course, office hours will be available via appointment, email, conference call, and/or Zoom.
*Best way to contact me is via Canvas email.

Concurrent Program Coordinator: J. Michelle Nelson MSN, RN, CNE
Phone: 281-433-0382
Email: jenelson@uttyler.edu

Course Description: This course presents concepts of nursing leadership, management and professional development. Emphasis is on the synthesis of skills, knowledge and attitudes to coordinate holistic, evidence-based care in healthcare organizations.

Prerequisites: Successful completion of NURS 4329 and levels 1, 2, and 3 of an approved ADN program.

Corequisites: Concurrent enrollment in an approved ADN Program in level 4.

Student Learning Outcomes:

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

1. **Professionalism**: Exemplify professional and ethical behavior using moral, altruistic, ethical, and humanistic principles, while maintaining legal and regulatory standards.
2. **Patient-Centered Care**: Develop and implement plans of care for patient's that promotes individual preferences, values and needs to diverse populations across the lifespan and various healthcare environments.
3. **Evidenced-Based Practice** (EBP): Synthesize and apply evidence and best practices relevant to clinical healthcare settings to improve patient outcomes.
4. **Informatics & Technology**: Incorporate information and technology to communicate, manage meaningful data, explore security issues, and support decision-making in various healthcare settings.

5. **Quality Improvement**: Incorporate roles of leaders, managers, and followers to promote healthcare policies and processes to create a quality management culture for the patient and healthcare.
6. **Teamwork and Collaboration**: Investigate Interprofessional teamwork and collaboration fostering mutual respect and sharing decision making for improved patient outcomes.
7. **Wellness and Prevention**: Integrates health promotion, maintenance, restoration, and disease prevention at the individual and population level to improve health outcomes.
8. **Leadership**: Integrates theory, best practices, and research knowledge in the formulation, implementation, and evaluation of leadership actions.
9. **Safety**: Demonstrates knowledge, skills, and attitudes to promote quality and safe practice environments for patient, self, and others.
10. **Strengths**: Evaluate how strengths (signature talent themes) influence the role of the student nurse and clinical decision-making.

Required Textbooks and Readings:

Yoder-Wise, P. S. (2019). *Leading and managing in nursing* (7th Ed.) St. Louis: Elsevier, ISBN: 978-0-323-44913-7

Recommended Textbooks and Readings:

Optional: Benner, P. (2001). *From novice to expert: excellence and power in clinical nursing practice.* Menlo Park, California: Addison-Wesley Publishing Company. ISBN: 978-0-13-032522-8 or 0-13-032522-8

Special Course Notes:

This course requires you to use ATI's Sigma Nurse Manager tutorials, an external resource, for content readings and assignments. Your ATI access is included in your course fees and you will be given access information in class during the first week. ***Note:** if your ADN program also uses ATI, please note that you must utilize your UT Tyler account for all homework.

Assignments and Weights/Percentage/Point Values

Criteria for Evaluation:	Percentage of Grade:
Critical Thinking Essay	12%
Critical Thinking Essay	12%
Critical Thinking Essay	12%
Critical Thinking Essay	12%
Critical Thinking Essay	12%
Weekly Activities	25%
Clinical Practicum	15%

Clinical & Lecture Credit Hours

- This course includes a lecture and clinical practicum component.
- Lecture content may include Zoom sessions, online ATI tutorials and assignments, lecture videos, and other content found in your Canvas course.
- Additionally, 112.5 simulation/clinical hours are required for the completion of this 14-week course. These will be completed through virtual simulation and in-person clinical experiences.
- Please see Attendance and Make-Up Policy.

Grading Scale:

Specific guidelines and grading criteria for all assignments are in the Modules. Final grades for the course will be determined based upon the following point assignments:

        A - 90-100
        B - 80-89
        C - 75-79
        D - 60-74
        F - Below 60

- Final course grades less than 75 are not rounded up.

Academic Integrity: Cheating of any kind, as defined in Section 8 of the UT Tyler Manual of Policies and Procedures (MOPP) for Student Affairs (https://www.uttyler.edu/mopp/), will not be tolerated. Consequences may include:

- reprimand
- exam failure
- course failure
- expulsion from the Nursing program
- expulsion from the University
- other consequences as assigned

Exam and homework materials, questions, and problems are the intellectual property of faculty, UT Tyler, or publishers.
- These materials may not be distributed without permission.
- Distributing or uploading them to online resources destroys the integrity of the assignment and the course, allowing others an unfair advantage by letting them view the materials.
- Uploading these materials to online resources is a violation of UT Tyler's academic misconduct policies and may result in formal conduct charges.
- Sanctions for uploading or otherwise divulging the contents of these materials can include:

- a reduced or failing grade on an assignment
- a reduced or failing grade for the course
- removal from the Nursing program
- removal from UT Tyler

Late Policy: Five points will be deducted each day that an assignment is past due, and all work submitted more than 3 days after the due date will receive a grade of 0. **However, all assignments must be completed and turned in for successful completion of the course (assignments count toward the lecture and clinical hour calculation).** Extenuating circumstances may apply at the discretion of course faculty.

Repeating a Course: Students repeating this course may not use previously submitted assignments nor utilize the same patients for an assignment. Submitting the same or slightly modified assignments from previous semesters is considered self-plagiarism and is subject to academic discipline, including failing the assignment or the course.

Attendance and Make-up Policy: Attendance/participation is expected. Make-up for exams, quizzes, assignments, and missed class/clinical time is at the instructor's discretion.

Grade Replacement: Students repeating a course for grade forgiveness (grade replacement) must file a Grade Replacement Contract with the Enrollment Services Center (ADM 230) on or before the Census Date of the semester in which the course will be repeated. Grade Replacement Contracts are available in the Enrollment Services Center or at http://www.uttyler.edu/registrar. Each semester's Census Date can be found on the Contract itself, on the Academic Calendar, or in the information pamphlets published each semester by the Office of the Registrar.

Failure to file a Grade Replacement Contract will result in both the original and repeated grade being used to calculate your overall grade point average. Undergraduates are eligible to exercise grade replacement for only three course repeats during their career at UT Tyler; graduates are eligible for two grade replacements. Full policy details are printed on each Grade Replacement Contract.

Graded Course Requirements Information:

- Critical Thinking Essays: these essays will be based on course lectures, readings, and ATI tutorials. Additional information about these assignments can be found in Canvas.
- Weekly Activities: these activities are designed to assist with your transition to nursing practice, guide learning of the leadership role in nursing, and expand knowledge about the BSN scope of practice. Additional information about these assignments can be found in Canvas.
- Clinical Activities: various simulated and in-person clinical activities will help develop emerging clinical practice and critical thinking as well as introduce concepts of the

leadership role in nursing. Additional information about these assignments can be found in Canvas.

-

Important Course Dates:

Note: The complete course schedule is available in the Course Canvas site.

- **14-week Classes Begin:** January 9, 2023
- **Martin Luther King, Jr. Holiday:** January 16, 2023
- **Census Date (withdraw without penalty):** January 20, 2023
- **Spring Break:** March 13 – 18, 2023
- **Last Date to Withdraw:** March 20, 2023
- **For forms from Office of the Registrar:** https://www.uttyler.edu/registrar/forms/
- **Final Exam Date:** n/a in this course
- **End of 14-week Classes:** April 22, 2023

Calendar of Topics, Readings, and Due Dates:

Course Schedule				
Week #	*Date*	*Class Topic*	*Readings*	*Assignments Due*
Week 1	Th 1/12	Course Introduction Career Management	Syllabus Chapter 27	Syllabus Quiz 1/16
Week 2	Th 1/19	No regular class. Instructor will be online for further course clarification		
		Benner: Novice to Expert (VIDEO)	Optional: Benner Chapters 2 & 3	Benner Quiz 1/20
Week 3	Th 1/26	Leading Managing & Following Gaining Insight, Being Follower Cultural Diversity & Inclusion	Chapter 1 Chapter 5, 6 Chapter 4	
Week 4	Th 2/2	Leading Change Building Teams Making Decisions & Problem Solving	Chapter 18 Chapter 19 Chapter 15	Resume due 2/2
Week 5	Th 2/9	**Critical Thinking Essay 1** (Modules 1-4) No Class		
Week 6	Th 2/16	Legal & Ethical Issues Nurse Practice Act Delegation	Chapter 3 TX NPA 217.11 & 217.12 Chapter 17 TX NPA 224	**Critical Thinking Essay 1 due 2/16**
	Tu 2/14	Career Fair Tyler Campus (optional)		
Week 7	Th 2/16	**Critical Thinking Essay 2**		

		(Module 6) No Class		
Week 8	Th 2/23	Power, Politics & Influence Healthcare Organizations/ Structures Managing Quality & Risk, Clinical Safety	Chapter 9, 14 Chapter 10,11 Chapter 2, 23	**Critical Thinking Essay 2 due 2/23** ==Patient Safety SIM 3/20==
Week 9	Th 3/2	Strategic Planning Managing Costs & Budgeting Staffing & Scheduling	Chapter 30 Chapter 20 Chapter 13	
Week 10	Th 3/12	**Critical Thinking Essay 3** (Modules 8- 10) No class		
SPRING BREAK				
Week 11	Th 3/23	Communication & Conflict Patient Safety SIM Presentations	Chapter 8	**Critical Thinking Essay 3 due 3/23** **March 19 – last day to drop with W**
Week 12	Th 3/30	Manage Personal/Personnel Problems Managing Self: Stress & Time Selecting, Developing & Educating Staff **Critical Thinking Essay 4** (Module 10 and 11)	Chapter 25 Chapter 7 Chapter 21	
Week 13	Th 4/6	Role Transition & Future Developing Role of Leader/Manager **Critical Thinking Essay 5** (Module 12)	Chapter 26, 31 Chapter 28,29	
Week 14	Th 4/13	No Class **Critical Thinking Essay 4** (Module 10 and 11) **Critical Thinking Essay 5** **(Module 12)**		**Critical Thinking Essays 4 and 5 due 4/20**

UT Tyler School of Nursing Justice, Equity, Diversity and Inclusion Statement

The University of Texas at Tyler School of Nursing aspires to create, foster, and sustain a culture of justice, equity, diversity, and inclusion irrespective of one's identity. We value and embrace all backgrounds, experiences, and identities, realizing that no one group, person or perspective

has all the answers. We are richer when our individual skills, knowledge, experiences, cultures, backgrounds, and identities are combined in an accepting community. We strive to ensure that every individual gets a fair and equal chance to participate and thrive in a nurturing environment where all feel a sense of belonging. We are committed to intentionally and deliberately creating a diverse community that instills a sense of equitable justice and belonging for everyone affiliated with our school.

School of Nursing Policies and Additional Information:

https://www.uttyler.edu/nursing/college/student_guide_and_policies.php

Student Resources to assist you in this course:

UT Tyler Student Accessibility and Resource (SAR) Office (provides needed accommodations to students with document needs related to access and learning)

UT Tyler Writing Center

The Mathematics Learning Center

UT Tyler PASS Tutoring Center

UT Tyler Supplemental Instruction

Upswing (24/7 online tutoring) - covers nearly all undergraduate course areas

Robert Muntz Library (Links to an external site.) and Library Liaison

Canvas 101 (learn to use Canvas, proctoring, Unicheck, and other software)

Digital Support Toolkit (for supported courses only. Students are automatically enrolled in the toolkit for supported courses)

LIB 422 - Computer Lab where students can take a proctored exam

The Career Success Center

UT Tyler Testing Center

Office of Research & Scholarship Design and Data Analysis Lab

Resources available to UT Tyler Students

UT Tyler Counseling Center (available to all students)

TAO Online Support Center (online self-help modules related to mental & emotional health)

Military and Veterans Success Center (support for all of our military-affiliated students)

UT Tyler Patriot Food Pantry

UT Tyler Financial Aid and Scholarships

UT Tyler Registrar's Office

Office of International Programs

Title IX Reporting

Patriots Engage (available to all students. Get engaged at UT Tyler.)

University Policies and Information

Withdrawing from Class: Students are allowed to withdraw (drop) this course through the University's withdrawal portal. Texas law prohibits students who began college for the first time in Fall 2007 or thereafter from dropping more than six courses during their entire undergraduate career. This includes courses dropped at other 2-year or 4-year Texas public colleges and universities. Make sure to consider the impact withdrawing from this class has on your academic progress as well as the financial implications. We encourage you to consult your advisor(s) and financial aid for additional guidance. CAUTION #1: Withdrawing before census day does not mean you get a full refund. Please see the Tuition and Fee Refund Schedule. CAUTION #2: All international students must check with the Office of International Programs before withdrawing. All international students are required to enroll full-time for fall and spring terms.

Final Exam Policy: Final examinations are administered as scheduled. If unusual circumstances require that special arrangements be made for an individual student or class, the dean of the appropriate college, after consultation with the faculty member involved, may authorize an exception to the schedule. Faculty members are required to maintain student final examination papers for a minimum of three months following the examination date.

Incomplete Grade Policy: If a student, because of extenuating circumstances, is unable to complete all of the requirements for a course by the end of the semester, then the instructor may recommend an Incomplete (I) for the course. The "I" may be assigned in lieu of a grade only when all of the following conditions are met: (a) the student has been making satisfactory progress in the course; (b) the student is unable to complete all course work or final exam due to unusual circumstances that are beyond personal control and are acceptable to the instructor, and (c) the student presents these reasons prior to the time that the final grade roster is due. The semester credit hours for an Incomplete will not be used to calculate the grade point average for a student.

The student and the instructor must submit an Incomplete Form detailing the work required and the time by which the work must be completed to their respective department chair or college dean for approval. The time limit established must not exceed one year. Should the student fail to complete all of the work for the course within the time limit, then the instructor may assign zeros to the unfinished work, compute the course average for the student, and

assign the appropriate grade. If a grade has not been assigned within one year, then the Incomplete will be changed to an F or NC if the course was originally taken under the CR/NC grading basis.

Grade Appeal Policy: UT Tyler's Grade Appeal policy requires the completion of a Grade Appeal form for this action to take place. The grade appeal begins with the instructor of your course. If you do not agree with the decision of the instructor, you may then move your appeal to the department chair/school director for that course. If you are still dissatisfied with the decision of the chair/director, you may move the appeal to the dean of the college offering that course, who has the final decision. Grade appeals must be initiated within sixty (60) days from the date of receiving the final course grade. The grade Appeal form is found on the Registrar's Form Library.

Disability/Accessibility Services: The University of Texas at Tyler has a continuing commitment to providing reasonable accommodations for students with documented disabilities. Students with disabilities who may need accommodation(s) in order to fully participate in this class are urged to contact the Student Accessibility and Resources Office (SAR) as soon as possible to explore what arrangements need to be made to ensure access. If you have a disability, you are encouraged to visit the SAR Portal (https://hood.accessiblelearning.com/UTTyler/) and complete the New Student Application. For more information, please visit the SAR webpage or call 903.566.7079.

Military Affiliated Students: UT Tyler honors the service and sacrifices of our military-affiliated students. If you are a student who is a veteran, on active duty, in the reserves or National Guard, or a military spouse or dependent, please stay in contact with me if any aspect of your present or prior service or family situation makes it difficult for you to fulfill the requirements of a course or creates disruption in your academic progress. It is important to make me aware of any complications as far in advance as possible. I am willing to work with you and, if needed, put you in contact with university staff who are trained to assist you. Campus resources for military-affiliated students are in the Military and Veterans Success Center (MVSC). The MVSC can be reached at MVSC@uttyler.edu or via phone at 903.565.5972.

Academic Honesty and Academic Misconduct: The UT Tyler community comes together to pledge that "Honor and integrity will not allow me to lie, cheat, or steal, nor to accept the actions of those who do." Therefore, we enforce the Student Conduct and Discipline policy in the Student Manual Of Operating Procedures (Section 8).

FERPA: UT Tyler follows the Family Educational Rights and Privacy Act (FERPA) as noted in University Policy 5.2.3. The course instructor will follow all requirements in protecting your confidential information.

COVID Guidance: The UT Tyler community of Patriots respects the rights of others to wear a mask if they desire to do so. COVID guidelines may change as the situation warrants, and students should follow the instructions warranted by the situation.

Absence for Official University Events or Activities: This course follows the practices related to approved absences as noted by the Student Manual of Operating Procedures (Sec. 1 -501).

Absence for Religious Holidays: Students who anticipate being absent from class due to a religious holiday are requested to inform the instructor by the second class meeting of the semester.

Campus Carry: We respect the right and privacy of students who are duly licensed to carry concealed weapons in this class. License holders are expected to behave responsibly and keep a handgun secure and concealed. More information is available at http://www.uttyler.edu/about/campus-carry/index.php.