Influencing Nursing Leadership Excellence: Pedagogy Enrichment within an Undergraduate Nursing Leadership Modality

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# Faculty Disclosure

<table>
<thead>
<tr>
<th>Faculty Name:</th>
<th>Tanya Johnson, MSN, RN, NE-BC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conflict of Interest:</td>
<td>None</td>
</tr>
<tr>
<td>Employer:</td>
<td>Auburn University</td>
</tr>
<tr>
<td>Sponsorship and/or Commercial Support:</td>
<td>None</td>
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Session Goal:
To demonstrate methodology utilized for enhancing a nursing leadership course

Session Objectives:

- Discuss importance of nursing leadership competence among newly graduated registered nurses.

- Articulate merit of mirroring the certified nurse executives domains of practice with a nursing leadership course’s topical outline.

- Identify contributions to teaching and learning as a result of this nursing leadership course redesign.
Nurse leaders feel new graduates are not adequately prepared.

Nurse educators deem leadership as a core competency.

Healthcare organizations expect nurses with leadership skill.

What is the Reality?
Successful Nursing Leadership Influences Quality Care

- Staff turnover
- Patient outcomes
- Healthy work environment

Poor leadership among nursing has no place within organizations striving for change
Responses to Ensure Leadership Competency

- Mission Statement/Conceptual Framework
- Core Competency
- Integrate Leadership throughout Curriculum
- Preceptorship hours
- Increasing enrollment
Curricular Outcomes

Communication/Collaboration

Critical Thinking/Clinical Judgement

Evidenced Based Practice

Clinical Prevention Population Health

Diversity

Leadership
NURS 4810: Professional Nursing Leadership in Microsystems

Focus:
Leadership and management at the unit level.

Evaluation:
Nursing Unit Assessment Team Project
Leadership Modules (electronic)
Testing

Casts of “The Office”
<table>
<thead>
<tr>
<th>Didactic</th>
<th>Clinical</th>
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<tbody>
<tr>
<td><strong>NURS 4910</strong> Professional Nursing Leadership in Complex Systems (3)</td>
<td><strong>NURS 4911</strong> Leadership Practicum (2)</td>
</tr>
<tr>
<td><strong>NURS 4920</strong> Transitions to Professional Nursing (2)</td>
<td><strong>NURS 4921</strong> Nursing Preceptorship (5)</td>
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### NURS 4910 Professional Nursing Leadership in Complex Systems

<table>
<thead>
<tr>
<th>Course Concepts</th>
<th>Evaluation</th>
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<tbody>
<tr>
<td>• Leadership</td>
<td>• Formal Paper</td>
</tr>
<tr>
<td>• Healthcare Policy and Advocacy</td>
<td>• Group Presentations</td>
</tr>
<tr>
<td>• Healthcare Finance and Reimbursement</td>
<td>• Online Bibliography and Discussion Posting (3)</td>
</tr>
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### Relationship between the Domains of Practice and Conceptual Framework

<table>
<thead>
<tr>
<th>Nurse Executive Domains of Practice</th>
<th>Conceptual Framework</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Delivery of Care</strong> ...........Legal,</td>
<td>“ethical and critical decision making, ........communication and collaboration.......care coordination......delegation, ..... conflict resolution.......... politics, policy, and regulatory guidelines...........organization and financing of patient care...... regulatory guidelines......reimbursement....... ..health care policy............quality improvement”</td>
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<tr>
<td><strong>Regulatory and Ethical Issues</strong>.....</td>
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<tr>
<td><strong>Healthcare Economics &amp; Environment</strong>.......</td>
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<tr>
<td><strong>Quality Management</strong>.....Care Management ......Professional</td>
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<tr>
<td><strong>Practice Organizational Leadership</strong> ......Organizational</td>
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<tr>
<td><strong>Systems Management</strong> ........</td>
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<tr>
<td><strong>Communication/Collaboration</strong></td>
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NURS 4910 Group Presentation Topics

- Overview of The Joint Commission’s Hospital Engagement Network (HEN) project
- The Impact of Hospital Consumer Assessment of Healthcare Providers and Systems (HCAPPS) on Healthcare Reimbursement
- Summary of the Center for Medicaid/Medicare’s (CMS) Inpatient Quality Measures
- Importance of Improving Patient Flow in the ED
- The Influence of Meaningful Use Among Healthcare Providers
- Impact of the 2014 National Patient Safety Goals in Nursing Practice
- Challenges and Impact of RN Retention
- Nurse Leaders and Their Affect on Healthcare Finance
- What is Value Based Purchasing & How Does it Work?
- Hospital Nurse Staffing and the Impact on Quality of Care
- Overview of Comprehensive Unit-Based Patient Safety Programs (CUSP)
NURS 4911  Leadership Practicum

- Advanced Mock Hospital
  Students care for four patients where they apply critical thinking, delegation, prioritization, and critical thinking skill

- Leadership Simulations
  Team simulation experience utilizing a variety of human simulators

- Leadership Clinical
  Participation in and leading a nursing team in the management of a group of patients in an IP setting.
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<tbody>
<tr>
<td>Transitioning to professional nursing</td>
<td>• e-portfolio</td>
</tr>
<tr>
<td>Professional dress, career map, ABN, NCLEX review</td>
<td>• HESI</td>
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<td>• Seminars – group led</td>
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NURS 4921  Nursing Practice Preceptorship

- Preceptor Faculty Advisors
- Preceptorship – 216 hours
- Contract, Vita, Evaluations
- Preceptorship Sharing Day
- Unit Based Staff Education project
- Nursing Leadership Observation hours
- Weekly NCLEX Practice Questions/Case Studies


Questions