

NURSING ADMINISTRATION (NADM)

NADM 5301 Theo Foundns for Adv Prac Nurs

The focus of this course is on the exploration of selected theories and conceptual frameworks, and their relationship to nursing practice and research. Emphasis is on the utilization of theories and models in nursing as a basis for practice to provide a caring, comprehensive, and holistic approach to health care delivery within a multicultural society. Cross-listed with NFNP 5301.

Prerequisites: Admission to the MSN program or permission of faculty.

NADM 5302 Research Meth/Design in Nurs

This course focuses on the study of a variety of designs and methods of the research process to prepare students to be proficient in the evaluation and utilization of research within the clinical practice setting. Students will have the opportunity to critically examine reported research to determine the utilization of scientific knowledge in order to provide high quality nursing health care, initiate change, and improve patient outcomes. Legal and ethical issues related to research in health care are explored and discussed. The interrelationships of theory, research and practice that serve as the basis for clinical and organizational decision-making are analyzed using informatics and statistical principles. Cross-listed with NFNP 5302.

Prerequisites: Admission to the MSN program.

NADM 5304 Advanced Practice Role

This course explores the advanced practice roles of educator, change agent, researcher, advocate, clinician, consultant, collaborator, and manager of systems. The historical development and acceptance of the nurse practitioner and other advanced practice roles are traced through nursing practice acts, requirements imposed by state nursing boards, national certification efforts, third party payment systems, and various professional organizations. Selected issues such as the scope of practice and political, economic, and legislative influences are analyzed. Cross-listed with NFNP 5304.

Prerequisites: NADM 5301 and NADM 5302.

NADM 5310 Div&Social Iss in Health Care

This course explores health care policy and financial, cultural, and ethical issues in patient care. The goal is to create leaders who provide culturally competent care and contribute to the development of policies to reduce health disparities. Cross-listed NFNP 5310.

Prerequisites: NADM 5302.

NADM 5313 Health Care Financial Mgt

This course focuses on the fiscal environment faced by the nurse executive and clinical manager in complex adaptive health systems. Application with analysis of management and finance principles used in planning, control, budgeting, risk analysis and decision-making in the development of health care programs, budget formation and organizational financial evaluation given constancy of change in the health care environment is required. Correct use of financial terminology and concepts, financial management and cost accounting, and federal, state, and private insurance rules and regulations as they apply to health services is required from nurse managers and executives.

Analysis of financial management constructs given reimbursement systems mandating measurable individual (patient) and organizational outcomes, care quality, and cost containment is primary.

NADM 5314 Health Care Law and Ethics

Current legal and ethical issues related to the nurse executive in complex systems are studied. The course is structured to present theories of ethical practice and law related to health care delivery. Issues related to disclosure and confidentiality, provider relationships, exclusive contracts, restrictive covenants, and social issues such as the provision of uncompensated care, are examined. Federal, State, Labor, Natural, and Health Care law with associated ethical rights, responsibilities, and obligations of the practicing nurse in a complex and changing health environment are examined. Learners will develop a framework for working through increasingly complex legal and ethical issues that affect all members of the health team. This framework and broadened perspective will help practitioners recognize and respond to dilemmas and risks within diverse health care settings and provider roles. An overview of regulatory action associated with ethical considerations of the legislative and judicial processes will enable learners to become familiar with changes affecting the health care system.

NADM 5318 Capstone Seminar

Three semester hours theory. This course focuses on exploration of theory through participation, research, and observation of organizational functioning and nursing leadership. Students co#design practicum objectives for placement with a nursing administrator preceptor in a clinical setting with a specific focus on meeting AONE competencies and ANA standard in the roles of Entrepreneur, Educator, and Organizational planner/implementer. In each of the three seminar and practical foci emphasis begins with organizational and departmental structure and includes responsibility for a program or project agreed upon by the student, preceptor, and faculty. This course includes twelve seminars and symposia that may be held in the clinical or classroom setting for the remaining weeks in the semester. Students explore options for collaborative health projects to complete in the practicum that follows to enhance nursing engagement and leadership in the global community.

Prerequisites: NADM 5417 and co-requisite NADM 5319.

NADM 5319 Capstone Clinical

In this course the student implements administrative principles corresponding with CCNE Master Essentials, ANA Scope and Standards of Nursing Administrative Practice and AONE competencies for Nurse Executives. The student's practicum will be divided into three sections taking place in settings other than their work environment or previous environments. Preceptor, faculty and student identify areas of focus for the practicum using ANA standards of administrative practice and AHONE competencies. The preceptee utilizes evidence-based research findings as appropriate for the precepted area and creates a working synthesis of the precepted experience that is appropriate for publication in a peer reviewed journal.

Prerequisites: NADM 5417 and co-requisite NADM 5318.

NADM 5415 Nurs Leader in Complex Health

This is the foundational course for nursing management within spheres of influence (unit based or service-line-based authority and organization wide authority) where nursing administrators function. Students examine organizational theory, management theory and their applications to nursing administrative leadership issues. Evidence based management and promotion of a culture of safety is approached as a basis for health related organizational development. Conceptualization of practice, emotional intelligence, ethical leadership, collaborative decision making, organizational structure and analysis, human resource management, and strategic planning, are topics covered in this introductory course.

Simulation will be used in the course.

Prerequisites: NADM 5313 and NADM 5314.

NADM 5416 Informatics

Current informational technology strategies related to the management of individuals, groups, and organizations are applied to tasks of the nurse manager/executive. Becoming knowledgeable of and competent in the use of specific resources for patient safety and care administration, teaching, maintaining currency in practice, communication, budgeting, staffing, forecasting, evaluating, and collaboration is expected. The student will develop skills in using a variety of software applications as assignments are completed and role modeling from the faculty is experienced.

Prerequisites: NADM 5415.

NADM 5417 Hlth Care Quality&Outcome Mgt

This course builds on NADM 5416 and previous NADM courses. Topics for classroom and clinical come from previous NADM course concepts and those new to this course. They include but are not limited to monitoring and measuring quality outcomes for consumer (patient) and organization, tools for evaluating operations and care delivery systems, performance management, transformational leadership, and diverse workforces and organizational cultures. Focus will be on executive functions of the nurse manager. Analysis, synthesis and application of management science to address current and emerging change and transition in health care systems is expected. Leadership styles for quality/cost management, with a focus on transformational leadership, will be explored and experienced. Organizational theories will continue to be foundational to course work. Simulation will be used.

Prerequisites: NADM 5416.