This course focuses on the development of knowledge and skills necessary for advanced practice. This includes, but is not limited to negotiation, collaboration, crisis intervention, peer review, leadership, ethics, accountability and basic finances in advanced practice. Parameters of practice within various health care systems are integrated.

Credits: 3 semester hours

Course Objectives with Specific Learning Outcomes

1. Describes the evolution of advanced practice nursing
   1.1. Summarizes the historical context in which the advanced practice role evolved
   1.2. Differentiates educational preparation for advanced practice roles
   1.3. Synthesizes advanced practice role parameters

2. Analyzes the relationships among health care delivery issues and advanced practice nursing
   2.1 Explains the relationship between the health care environment and the evolution of advanced practice nurse (APN) roles
   2.2. Analyzes differences in scope of practice across APN roles as a consequence of the health care environment
   2.3. Compares attributes of the current health care environment with those that influenced the emergence of advanced practice roles
3. Describes the relationship of leadership and management issues in the implementation of the APN role
   3.1. Differentiates between leadership and management responsibilities associated with the APN role
   3.2. Explains the role responsibilities of the APN in initiating change in health care delivery structure or process
   3.3. Compares theories of change
   3.4. Generates strategies to manage resistance to change
   3.5. Integrates research into planned change
   3.6. Demonstrates leadership in development of collaborative partnerships
   3.7. Evaluates professional strengths, role and accountability for practice
   3.8. Monitors professional practice to promote optimal patient outcomes through cost-effective interventions

4. Evaluates advanced practice nursing models appropriate to health care delivery systems
   4.1. Selects a theory of leadership appropriate to the area of advanced practice
   4.2. Compares and contrast types of teaching-learning theories
   4.3. Analyzes the research utilization process in the context of planned change
   4.4. Evaluates a variety of advanced nursing practice and other related nursing models
   4.5. Compares and contrast various models proposed for the delivery and financing of health care
   4.6. Debates the advantages and disadvantages of different reimbursement strategies as they might apply to the APN in a managed-care environment

5. Demonstrates communication strategies for resolving interpersonal and intra-agency conflicts
   5.1. Communicates the benefits that accrue to the target population or employer from utilization of the APN's service
   5.2. Interprets components of the Nursing Practice Act which define specific types of advanced practice
   5.3. Articulates the concepts of duty, standard of care, causation and damage as applied to professional negligence in advanced nursing practice
   5.4. Demonstrates techniques for ethical decision making by application of a specific decision model
   5.5. Analyzes the differences between certification and licensure and the manner in which each is used in the regulation of advanced practice

6. Demonstrates effective written and verbal communication skills in a variety of advanced practice settings
   6.1. Investigates interdisciplinary and social factors that promote effective communication
   6.2. Evaluates professional writing as a socioeconomic and political tactic to
promote the APN
6.3. Synthesizes information about major documents that must include input from the APN
6.4. Explores the dissemination of benefits that accrue to consumers utilizing APNs

7. Identifies barriers to communication in nursing practice environments
7.1. Investigates interdisciplinary and social factors that inhibit effective communication
7.2. Analyzes the contribution of limited recognition, impediments to autonomy, and questionable authority as barriers
7.3 Explores political techniques and collective organization as strategies in changing nursing practice environments

Learning Experiences and Teaching Methods
Course objectives may be met through individual study using suggested resources, formal and informal exchange of ideas with classmates and colleagues regarding specific topics, as well as utilizing the critical thinking skills demanded of the graduate student. Teaching methods include online asynchronous discussion, independent study of texts and library resources, computer-assisted instruction, Web-based activities, and assignments listed in the course. While the instructor provides guidance and consultation, the student is responsible for identification of learning needs, self-direction, seeking consultation and demonstration of course objectives.

Students must have access to the Internet to successfully complete the Web assignments. *Word* is used as the word processor for paper assignments. Students are reminded that web-based assignments take more time to complete, than traditional face-to-face classroom work. However, time spent through independent web work is determined both by each student’s learning style and the tasks involved in the assignment. Students with limited experience using WebCT software are expected to seek assistance from the supportive services to insure satisfactory completion of the required work.

Required Resources

Recommended Resources

* Leadership track students may wish to purchase ANA’s “Scope and Standards of Practice for Nurse Administrators” for use in this and later courses. It will be helpful in completing requirements for the APN Role Development Paper for this course.

**Course Requirements and Guidelines**

No assignments will be accepted after the due date and students who do not turn in an assignment will earn a grade of “0” for the missing assignment. Short extensions may be permitted **ONLY** through consultation with faculty before the assignment is due, or only when extenuating circumstances interfere with a student's ability to meet scheduled deadlines. Extensions for Discussion Posting assignments are **not** allowed, however.

In order to insure that class assignments are completed correctly throughout the semester, students are expected to review the syllabus along with the guidelines that are written separately for each of the assignments, including the related grading criteria.

As with most graduate courses, superior performance on assignments can only be achieved through independent efforts. Required readings provide a general framework for understanding topics relevant to this course. However, required readings are insufficient to establish expertise on any topic. Therefore, students are expected to read additional material on a topic before completing most assignments.

The nature of the content of this course often promotes extensive debate during class discussion. Because it is assumed students are prepared for discussions, any student contributions will be considered “knowledgeable” ones on a given subject by demonstrating a breadth of reading as the foundation for ideas and opinions.

Students are expected to have access to the Internet so that they can participate in WebCT discussions and complete web-based assignments using *Word* as the word processor. **All assignments must be submitted using the Assignment Tool** unless otherwise stated.

All citations used must conform to APA format (5th ed.). References should derive from professional journals and be no older than 5 years, unless they are seminal works.

Students are expected to complete a course evaluation at the end of the course.
Course Grade Components

Grading Scale

<table>
<thead>
<tr>
<th>Grade</th>
<th>Range</th>
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<tbody>
<tr>
<td>A</td>
<td>90 - 100</td>
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<tr>
<td>B</td>
<td>83 - 89</td>
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<tr>
<td>C</td>
<td>75 - 82</td>
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<tr>
<td>D</td>
<td>67 - 74</td>
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<tr>
<td>F</td>
<td>&lt; 67</td>
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</table>

Course Assignments

The guidelines and grading criteria for each of the two group papers can be found under the appropriate week 5 and 11 respectively, using the Weekly Units icon on the Homepage. The guidelines and grading criteria for Discussions and the Advanced Practice Nursing Role Development Paper can be found by going to the Homepage and clicking on the Information icon.

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Group Ethics Case Study</td>
<td>25%</td>
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<tr>
<td>Group Negotiation Paper</td>
<td>25%</td>
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<tr>
<td>Advanced Practice Nursing Role Development Paper</td>
<td>25%</td>
</tr>
<tr>
<td>Discussions</td>
<td>25%</td>
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</table>

Guidelines for Form and Style of Written Assignments

Students are expected to follow instruction guidelines associated with the assignments for this course. Students who are confused about an assignment should contact the instructor in a timely manner to insure satisfactory completion of the assignment by the due date. Unless otherwise instructed, students should use the APA Publication Manual, 5th edition as a reference for formatting and organizing written assignments. *Also, see "Rules of Professional Writing Including APA Guidelines" under the Information icon on Homepage for additional specifications which provide guidance for writing style.

Plagiarism:
The highest standards of academic honesty are expected from students. Faculty adheres to University policy regarding academic honesty as published in the University Catalog. Refer to APA manual for the proper way to use and cite quoted material. Plagiarism means to steal and pass off the work of another as one’s own work. It usually results from bad paraphrasing or improper referencing. The substitution of a few changes from those of the original author and forgetting to use quotation marks, and reference citation are technically considered plagiarism. The only safe way to paraphrase is to read the original over several times and then write your conception of what you have read without looking at the original. In other words, when paraphrasing, keep the source book closed! (Wilson, p. 523) Wilson, H. (1985). Research in nursing. Menlo Park, CA: Addison Wesley.

Statement on Disability

“The Americans with Disability Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protections for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides a reasonable accommodation of their disabilities. If you believe that you have a disability that requires an accommodation, please contact the disabilities services office at 361-825-5816.”

TEXAS A&M UNIVERSITY-CORPUS CHRISTI
College of Nursing and Health Sciences
Graduate Nursing Program
Spring 2009

NURS 5316: Introduction to Advanced Role Development

Note regarding discussion posts: to keep any confusion regarding which discussions relate to which topic to a minimum, please discuss only the assigned topic(s) for the week and label the posts with the week number & topic.

Our week begins on Monday and ends on Sunday at midnight. *Please wait until at least after midnight on Sunday to begin the next week’s discussion. Thanks in advance for keeping us all organized……Dr. Ridley
## CLASS SCHEDULE

<table>
<thead>
<tr>
<th>Week</th>
<th>Topic &amp; Objectives</th>
<th>Assignments</th>
</tr>
</thead>
</table>
| 1    | 1/14/09-1/18/09    | Course Orientation  
See Unit 1, Week 1 (parts a, b, c) under “Weekly Units” icon on Homepage for assignment: Demonstration of WebCT Skills, Things to Consider & Scavenger Hunt |
| 2    | 1/20/09-1/25/09    | Intro to APN- History and Development of APN  
(Objective 1)  
See Unit 2, Week 2 under the Weekly Units for Overview & Assignment. **Text:** Chap 1, 2, 3 & 4  
Prepare for posting answers to appropriate group discussion folder by reviewing “Discussion Postings” under the Information icon. |
| 3    | 1/26/09-2/01/09    | Intro to APN- Operational Definitions  
(Objective 1)  
See Unit 2, Week 3 under the Weekly Units for Overview & Assignment. **Text:** Chap 12, 13, 14 & 15  
**APN Role Topic & Context due 2/01/09 by midnight via email to instructor** (See examples under Role Selection in “Guidelines for APN Role Paper” under Information Icon on Homepage) |
| 4    | 2/02/09-2/08/09    | Health Care Environment- Impact on APN  
(Object 2 & 3)  
See Unit 2, Week 4 under Weekly Units for Overview and Assignment. **Text:** Chap 18, 22, & 23  
**APN Interviews postings completed; due 2/08/09 by midnight in Interview Discussion Folder** |
| 5    | 2/09/09-2/15/09    | APN Competencies: Ethical Issues  
(Objectives 3, 5-7)  
See Unit 3, Week 5 under Weekly Units for Overview & Assignment. **Text:** Chap 11  
**Group Ethics Case Study due 2/15/09 by midnight:** Email copy of group paper to instructor; send PEF using Assignment Tool. |
| 6    | 2/16/09-2/22/09    | APN Competencies: Clinical Practice, Coaching & Guidance  
(Object 1, 2, 4-7)  
See Unit 3, Week 6 under Weekly Units for Overview & Assignment. **Text:** Chap 5 & 6 |
<table>
<thead>
<tr>
<th>Week</th>
<th>Dates</th>
<th>Course Topics</th>
<th>Assignment Details</th>
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<tbody>
<tr>
<td>7</td>
<td>2/23/09-3/01/09</td>
<td>APN Competencies: Leadership &amp; Collaboration</td>
<td>See Unit 3, Week 7 under Weekly Units for Overview &amp; Assignment. <strong>Text:</strong> Chap 9 &amp; 10</td>
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<td>8</td>
<td>3/02/09-3/08/09</td>
<td>APN Competencies: Consultation &amp; Research</td>
<td>See Unit 3, Week 8 under Weekly Units for Overview &amp; Assignment. <strong>Text:</strong> Chap 7 &amp; 8</td>
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<td>3/09/09-3/15/09</td>
<td>Outcome Evaluation &amp; Performance Improvement</td>
<td>See Unit 4, Week 9 under Weekly Units for Overview &amp; Assignment. <strong>Text:</strong> Chap 24 &amp; 25</td>
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<td>(Object 2-4)</td>
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<tr>
<td>10</td>
<td>03/23/09-03/29/09</td>
<td>Basic Financial Management &amp; Reimbursement</td>
<td>See Unit 4, Week 10 under Weekly Units for Overview &amp; Assignment. <strong>Text:</strong> Chap 19 &amp; 20</td>
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<td>(Object 2-7)</td>
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<tr>
<td>11</td>
<td>03/30/09-04/05/09</td>
<td>The Art of Managing Relationships-Negotiation and Conflict Resolution</td>
<td>See Unit 4, Week 11 under Weekly Units for Overview &amp; Assignment. <strong>Recommended Reading:</strong> Kritek, P. B. (1994). <em>Negotiating at an uneven table.</em> San Francisco: Jossey-Bass Publishers. ISBN# 0-7879-0254-3 <strong>Group Negotiation Paper due 4/05/09 by midnight:</strong> Email copy of group paper to instructor; send PEF using Assignment Tool.</td>
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<tr>
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<td>04/06/09-04/12/09</td>
<td><strong>Regulatory, Legal, and Credentialing Requirements</strong> (Object 1-3,4,6)</td>
<td>See Unit 4, Week 12 under Weekly Units for Overview &amp; Assignment. <strong>Text:</strong> Chap 21. <strong>Individual APN Role Development Paper due 4/12/09 by midnight:</strong> Submit using Assignment Tool.</td>
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<td><strong>Marketing Professional Services</strong> (Object 4-7)</td>
<td>See Unit 4, Week 13 under Weekly Units for Overview &amp; Assignment. <strong>Text:</strong> Chap 20</td>
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<td>04/20/09-04/26/09</td>
<td><strong>APN as Nurse Executive</strong> (Object 2-7)</td>
<td>See Unit 4, Week 14 under Weekly Units for Overview &amp; Assignment</td>
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