



**UNIVERSITY OF ALBERTA**  
Faculty of Nursing Undergraduate Programs  
**BScN COLLABORATIVE PROGRAM**  
Grande Prairie Regional College, Keyano College,  
Red Deer College, University of Alberta



**NURS 200**  
**INNOVATION, SYSTEMS THINKING & LEADERSHIP IN HEALTHCARE**  
**COURSE OUTLINE**

**Note: students are expected to familiarize themselves with this course outline,  
the BScN Program Student Handbook and Moodle site.**

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NO PART OF THIS MODULE MAY BE ALTERED WITHOUT PERMISSION FROM THE DEPARTMENT CHAIR

## Calendar statement

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### NURS 200 - Innovation, Systems Thinking & Leadership in Healthcare

★3 (fi 6)(either term, 3-0-0) An introduction to the concepts of innovation, health technology, systems thinking and relational leadership in a healthcare context. The course develops the knowledge, skills and values that foster personal capacity for innovation and relational leadership.

Note: Available only to nursing students in the Collaborative Program, After Degree/After Degree Honors Program or RPN-BScN Program.

## Course hours

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Lecture: 3 hrs/wk

Seminar: 0

Lab: 0

## Course Learning Outcomes

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

- 1) Integrate the core abilities of design thinking and innovation into their own practice and learning as nursing students.
- 2) Appreciate the usefulness of systems thinking in the design and delivery of healthcare.
- 3) Differentiate the attributes and practices of relational leadership from other leadership approaches used in healthcare today.
- 4) Explore the contributions and challenges of health technology in the design and delivery of healthcare.
- 5) Discover their own personal strengths and values that will support them to be leaders of innovation
- 6) Relate the processes of design thinking and innovation to interprofessional practice and teamwork.
- 7) Apply the practices of relational leadership, design thinking and innovation to address a real-world healthcare challenge.

## Course Instructor

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Name	Office number	Phone number	email
Donna MacDougall	S109B	780-791-4975	<a href="mailto:donna.macdougall@keyano.ca">donna.macdougall@keyano.ca</a>
Jennifer Courtney		780-791-4812	<a href="mailto:Jennifer.courtney@keyano.ca">Jennifer.courtney@keyano.ca</a>

### Note:

- Please allow 2 business days for a response. Include “NURS 200” in your subject line.
- Professional and respectful communication is expected.

## **Communication:**

It is the students' responsibility to ensure that they check Moodle courses at minimum of twice daily, once in morning and evening. It is recommended to check Moodle more frequently. It is the students' responsibility to ensure thorough review of all resources and content on the Moodle course site. The instructors have placed many resources and documents to ensure the students' success in each course.

Instructors will communicate with the student group by announcements in the news forum on Moodle. Please ensure that you check this at least twice daily.

It is the students' responsibility to check their Keyano College email at minimum of twice daily, once in morning and again in evening. It is recommended to check email more frequently. Please note that the method to contact your instructor is email. Please allow a 48 hour minimum response time from your instructor on business days. Instructors will not be checking emails on evenings and weekends/holidays. Do not text or call your instructor unless you will be absent for clinical that day; inquiries related to assignments and course content will be sent in an email to your instructor.

## **Required textbooks**

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**(Note: Foundations textbooks will be used as references throughout the program. Please retain your copies as they will be required resources in future courses).**

Kelley, T. & Kelley, D. (2013). *Creative Confidence*. New York, NY: Random House.

Yoder-Wise, P. (2015). *Leading and Managing in Canadian Nursing* (1st Ed.). Toronto, ON: Elsevier  
Canada.

## **Required resources**

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College and Association of Registered Nurses of Alberta. (2013). *Entry-to-practice competencies for the registered nurses profession*. Edmonton, AB: Author. Retrieved from [https://www.nurses.ab.ca/docs/default-source/document-library/standards/entry-to-practice-competencies-for-the-registered-nurses-profession.pdf?sfvrsn=15c1005a\\_12](https://www.nurses.ab.ca/docs/default-source/document-library/standards/entry-to-practice-competencies-for-the-registered-nurses-profession.pdf?sfvrsn=15c1005a_12)

College and Association of Registered Nurses of Alberta (2010). *Ethical decision-making for registered nurses in Alberta: Guidelines and recommendations*. Edmonton: Author. Retrieved from [https://www.nurses.ab.ca/docs/default-source/document-library/guidelines/rn-ethical-decisions-making.pdf?sfvrsn=d714472f\\_10](https://www.nurses.ab.ca/docs/default-source/document-library/guidelines/rn-ethical-decisions-making.pdf?sfvrsn=d714472f_10)

College and Association of Registered Nurses of Alberta. (2013). *Practice standards for regulated members with The Canadian Nurses Association code of ethics for registered nurses*. Edmonton: Author. Retrieved from [https://www.nurses.ab.ca/docs/default-source/document-library/standards/practice-standards-for-regulated-members.pdf?sfvrsn=d4893bb4\\_8](https://www.nurses.ab.ca/docs/default-source/document-library/standards/practice-standards-for-regulated-members.pdf?sfvrsn=d4893bb4_8)

College and Association of Registered Nurses of Alberta. (2008). *Primary health care*. Edmonton, AB: Author. Retrieved from [https://www.nurses.ab.ca/docs/default-source/document-library/guidelines/primary-health-care-guidelines.pdf?sfvrsn=d3e8692c\\_10](https://www.nurses.ab.ca/docs/default-source/document-library/guidelines/primary-health-care-guidelines.pdf?sfvrsn=d3e8692c_10)

College and Association of Registered Nurses of Alberta. (2011). *Professional boundaries for registered nurses: Guidelines for the nurse-client relationship*. Edmonton, AB: Author. Retrieved from [http://www.nurses.ab.ca/content/dam/carna/pdfs/DocumentList/Guidelines/RN\\_ProfessionalBoundaries\\_May2011.pdf](http://www.nurses.ab.ca/content/dam/carna/pdfs/DocumentList/Guidelines/RN_ProfessionalBoundaries_May2011.pdf)

Faculty of Nursing, University of Alberta. (2017). *Graduate Competencies and Year-End Outcomes Condensed Version Rev. 2.0*. Retrieved from Moodle Nurse 001Skills/Resources/Policies/Surveys course.

## Required resources

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In addition to the required textbooks, this course will utilize key readings from a variety of sources (e.g., scholarly articles and websites). Please review the weekly course schedule on e-class for links and access to readings.

## Required supplies

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N/A

## Required fee(s)

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N/A

## Recommended textbooks

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**(Note: Foundations textbooks will be used as references throughout the program. Please retain your copies as they will be required resources in future courses).**

Hartrick Doane, G. & Varcoe, C. (2015). *How to Nurse*. Philadelphia, PA: Wolters Kluwer.

## Course evaluation

Assignments/Course components	Dates	Weight
1) "Deep Dive" Group Assignment	<b>Part A -January 29<sup>th</sup></b> <b>Part B - March 4<sup>th</sup></b> <b>Part C - March 11<sup>th</sup></b>	40%
2) Innovation challenge activities (4 of 7)	Submit at least 2 by <b>February 28<sup>th</sup></b> and	20% (5% each)

	must have all submitted by <b>April 8<sup>th</sup></b>	
3) Essay Reflection - what is leadership? What is my Leadership?	<b>April 1<sup>st</sup></b>	20%
4) Final Exam 60 Multiple Choice Questions	TBA	20%

## Assignments descriptions

### 1) “Deep Dive” Group Assignment:

Innovation is a team activity. Very rarely do innovative ideas and projects materialize from a single person. The ability to work together and find ways to add value to our work in healthcare is a core competency of nurses. This assignment will provide groups of students the opportunity to examine a common and often under-appreciated process in healthcare or education. Using a deep dive methodology, the group will revitalize or re-make that process in a way that improves the user (patient, student, healthcare provider) experience. Student groups will present their revitalized process as a prototype at the in-class Design Thinking Project Fair. The group assignment marks will be given to each individual student in the group. For further details and “how-to” instructions – Please see the assignment guide posted on Moodle.

### 2) Innovation Challenge Activities:

Students will have the opportunity to develop skill in innovation and the application of design thinking through a series of innovation challenges. These activities will be listed on the course e-class site and student can self-select 4 of the 10 activities that they wish to complete. Each activity will be worth 5% for a total of 20%.

### 3) Essay Reflection:

This essay is an opportunity for students to clarify and reflect on their understanding of leadership. Earlier in the course you discussed your personal understanding of ‘What is leadership?’. Students now have the opportunity to reflect on their learning about leadership since discussing those thoughts and compose an essay articulating “What is MY Leadership?”. Along with learnings and reflections from the Design Thinking Group Assignment, this essay invites students to test the analysis of their ideas and thinking about leadership with external sources beyond their own perspectives and thoughts. These external sources can come from a variety of sources such as peers, journal articles, news stories, videos, textbook, websites, grey literature, conversations and other avenues of professional dialogue. References and courses of agreement or disagreement need to be cited in the text and referenced at the end of the essay.

### 4) Final Exam

Examination details, including location will be posted on Moodle. The final exam will be invigilated on-site during exam week (from April 14<sup>th</sup> to April 22<sup>nd</sup>, 2020).

## **Final grades**

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The assignments are marked as raw scores according to the percentage weight assigned to each. The marks on course assignments will contribute to the overall letter grade according to the percentage that each assignment is weighted in the course. At the end of the course, all assignment scores are totaled for a term summary mark in the course based on the grading scale below. The FINAL COURSE GRADE is based on the cumulative total of individual student's weighted assignment marks.

Grading rubric is located in Appendix A.

## **Deferred final exams:**

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A student who has missed a final exam because of incapacitating mental and/or physical illness, severe domestic affliction or for circumstances as described in Keyano College's Examination Policy in the Credit Calendar. Students are required to follow the process outlined in the policy should they wish to apply for a deferred exam.

## **Policy statements:**

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The course outline acts as an agreement between the student and the instructor of this class regarding the details of the course.

Keyano College is committed to the highest standards of academic integrity and honesty. Students are expected to be familiar with these standards regarding academic honesty and to uphold the policies of the College in this respect. Students are particularly urged to familiarize themselves with the provisions of the Academic Policies and Student Rights and Code of Conduct and avoid any behavior which could potentially result in suspicions of cheating, plagiarism, misrepresentation of facts and/or participation in an offence. Academic dishonesty is a serious offence and can result in suspension or expulsion from the College.

Audio or video recording, digital or otherwise, of lectures, labs, seminars or any other teaching environment by students is allowed only with the prior written consent of the instructor or as a part of an approved accommodation plan. Student or instructor content, digital or otherwise, created and/or used within the context of the course is to be used solely for personal study, and is not to be used or distributed for any other purpose without prior written consent from the content author(s).

Students wishing to proceed in the Nursing program must achieve a grade of at least C+ in the foundational Nursing courses. Policy regarding the foundational course minimum pass can be found in the Keyano College Credit Calendar.

Please refer to the Nursing Program Student Handbook for specific Nursing Program Policies, including, attendance, examinations, withdrawal dates for classes, and plagiarism.

Refer to Keyano College Calendar for Student Rights and Responsibilities, Misconduct and Discipline, and Student Appeal Procedure.

Please refer to the Student Handbook and review the Student Code of Conduct Policy (Policy 110.0),

Student Rights Policy (Policy 111.0) and Student Code of Conduct Procedure (110.1). It is expected that you will review and be aware of expectations relative to student rights, responsibilities and behavior.

### **Late Assignments**

All assignments are to be submitted as indicated in the syllabus and timetable. Extensions on assignments may be granted; however, must be negotiated with the Instructor prior to the due date and with a date specified for late submissions. Assignments not submitted on the day and time specified will incur a 5% deduction per day including weekends. This will be applied each day until the assignment is received by the instructor. Students can submit assignments by e-mail on weekends, but must provide a paper copy on the first day following the weekend.

If the student does not submit an assignment by course end date and prior to the final exam date, a zero will be given for that assignment.

Students MUST submit all assignments in order to pass the course. If an assignment is not submitted before aforementioned deadlines, the student will receive a failing grade of an F in the course.

### **Plagiarism**

Please refer to Appendix F for the statement on plagiarism. The Tutorial regarding plagiarism can be found and Moodle and must be completed.

### **Specialized supports and duty to accommodate**

The Student Academic Support Services (SASS) department: Accessibility Services, Skill Centre and Wellness Services, work together to support student success at Keyano College.

Accessibility Services (**CC260**) supports student success through group and individualized instruction of learning, study and test taking strategies, and adaptive technologies. Students with documented disabilities, or who suspect a disability, can meet with the Learning Strategists to discuss accommodation of the learning barriers that they may be experiencing. Students who have accessed accommodations in the past are encouraged to visit our office at their earliest opportunity to discuss the availability of accommodations in their current courses. Individual appointments can be made by calling 780-791-8934

Skill Centre (**CC119**) provides a learning space where students can gather to share ideas, collaborate on projects and get new perspectives on learning from our tutorial staff. Students visiting the centre have access to one-to-one or group tutoring, facilitated study groups, and assistance in academic writing. The Skill Centre's Peer Tutor program provides paid employment opportunities for students who have demonstrated academic success and want to share what they have learned. Tutoring is available free to any students registered at Keyano College on a drop in basis, from 9:00 am to 5:00 pm Monday through Friday. Additional evening hours are subject to tutor availability and are posted in the Skill Centre.

Wellness Services (**CC260**) offers a caring, inclusive, and respectful environment where students can access free group and individual support to meet academic and life challenges. Mental Health Coordinators offer a safe and confidential environment to seek help with personal concerns. The Mindfulness Room in CC260 is available as a quiet space for students to relax during regular office

hours. Wellness Service welcomes students to participate in any of the group sessions offered throughout the academic year addressing such topics as Mindfulness and Test Anxiety. Individual appointments can be made by calling 780-791-8934.



## APPENDIX A

### Keyano College Percentage – Alpha Grading System

Descriptor	Percentage Scale	Alpha Scale
Excellent	96-100	A+
	90-95	A
	85-89	A-
Good	80-84	B+
	76-79	B
	72-75	B-
Satisfactory	68-71	C+
	64-67	C
Minimum Pass	60-63	C-
Poor	55-59	D+
	50-54	D
Failure	0-49	F