Clinical Nurse Specialist Role Immersion
NUR 864 Sections 732 & 736
6 Credits (1 credit theory/5 credit clinical)
On-Line Course
Spring 2013

Course Description: Synthesis, integration, and clinical application of the essential concepts and knowledge associated with the roles of the clinical nurse specialist (CNS).

Course Objectives: At the end of this course, students will:

1. Demonstrate process leadership skills by engaging in change and policy setting that influences the quality of health care within a system.
2. Synthesize theory and research findings to promote efficient use of resources.
3. Demonstrate leadership role characteristics in collaboration with members of the health care team to impact organizational effectiveness for improving patient health care outcomes.
4. Engage in outcome evaluation methods to analyze system characteristics and organizational effectiveness.
5. Demonstrate proficiency in the clinical nurse specialist role competencies across the three spheres of influence.
6. Assume responsibility for professional growth, lifelong learning and health practice leadership

Prerequisites: NUR 862 and (NUR 841 or concurrently) and NUR 801 and NUR 803 and NUR 805 and NUR 809 and NUR 815 and NUR 860

Co-requisites: None

Professional Standards & Guidelines: The curriculum is guided by the following documents:


Lead Faculty: Jackeline I. Iseler MSN, RN, ACNS-BC
Instructor: Theory course faculty
616-482-7507 or Toll Free #:
1/800/605-6424
E-mail: jackeline.iseler@hc.msu.edu

Note: Times can be arranged to accommodate student schedules.

Kathleen Poindexter, PhD, RN, CNE
Asst. Professor, coordinator
A109 Life Sciences
East Lansing, MI 48824-1317
E-mail: poindex9@msu.edu

Note: Times can be arranged to accommodate student schedules.

Clinical Faculty:  Kathleen Glaza, MSN, RN, ACNS-BC
Instructor, Clinical
MSU College of Nursing
Toll Free #: 1/800/605-6424
E-mail: glaza@msu.edu

Note: Times can be arranged to accommodate student schedules

Stephanie Schuldt MN, RN, CCRN, CCNS, ACNS-BC
Instructor, Clinical
MSU College of Nursing
Toll Free #: 1/800/605-6424
E-mail: sschuldt@msu.edu

Note: Times can be arranged to accommodate student schedules.

Office hours (in-person, telephone, or technology) will be arranged with the individual student to meet the needs of the student & faculty schedules.

Faculty responsibilities:

• Prof. Jackie Iseler will be responsible for the overall course and respond to course questions and concerns. She is also the clinical coordinator for the CNS courses and is responsible for overall student placements, clinical assignments.

• Dr. Poindexter is the CNS Concentration Coordinator and will have responsibility for oversight of the Scholarly Projects, E*Value process, and Portfolio.

• Prof. Glaza is a clinical faculty responsible for providing oversight to an assigned group of students in the clinical settings. Responsibilities include communication with faculty, preceptors, and students on a regular basis. Additional responsibility includes evaluation of student clinical performance and clinical written assignments.

• Prof. Schuldt is a clinical faculty responsible for providing oversight to an assigned group of students in the clinical settings. Responsibilities include communication with faculty, preceptors, and students on a regular basis. Additional responsibility includes evaluation of student clinical performance and clinical written assignments.
Students are to contact their assigned clinical faculty for clinical related concerns and theory faculty for theory course issues.

Faculty Contact:
Faculty are available via email or by phone throughout the week. Please use the email located within the course ANGEL program to contact the appropriate faculty member. Email ought to be addressed to the specified faculty only and not to the entire class in an effort to reduce overall course emails and inappropriate messaging. Every effort will be made to return your email or call as soon as possible generally within 48 hours during regular week days. Note: During the weekends and Holidays faculty members may not be available.

Required Texts:


_Additionally – textbooks utilized in previous courses may also be referenced in NUR 864. It is imperative that you have them on hand. These textbooks would be from the following College of Nursing courses: NUR 802, NUR 805, NR 806, NUR 807, NUR 809, & NUR 860_

Required Resources, References, & Supplies:

- ANGEL Help Line  
  1.800.500.1554 (24 hrs, 7 days/week)  
  517.355.2345 (24 hrs, 7 days/week)  
  [www.angel.msu.edu](http://www.angel.msu.edu)  
  (ANGEL Help link in upper right corner)

Always check with the ANGEL Help Line first!

Learning Methodologies:

This on-line ANGEL course is built on a weekly framework of material including: a weekly lesson plan that includes the objectives, textbook readings, other required readings, key
concepts, and enrichment activities. Almost every week there is at least one activity (assignment) for points.

This course is not based on a self-paced learning model. Weekly assignments are due to be posted by 2355 (11:55 pm Eastern Standard Daylight Savings Time [ESDST]) on Monday evenings unless otherwise instructed by the faculty. Instructions will be found in the weekly lesson plans & in course announcements.

As adult learners, it is expected that students will complete relevant readings and study the identified weekly topics. Students are held accountable for reviewing assignment rubrics to determine how your work will be evaluated.

The expectation is that students will be prepared to participate/engage in the discussions and do so throughout the week. It is expected that students will search literature outside of the assigned textbook readings and suggest/share relevant findings with faculty and classmates. If faculties post a question, the expectation is that it will be answered. If faculties e-mail a student, it is expected that the student will respond that they have received the e-mail communication.

It is expected that students will be active participants in the classroom and ANGEL (utilizing MSU e-mail accounts).

Access to NUR 864 through ANGEL

You can access the class by going to http://angel.msu.edu

The course will not open until the first Tuesday of the full fall semester.

Technical problems with the use of ANGEL should be referred to the ANGEL Help Desk & not emailed to course faculty. The toll free ANGEL help line number is 1/800/500-1554 (North America and Hawaii), and the local campus area number is 1/517/355-2345.

If you have difficulty during a timed assignment, you need to contact the ANGEL Help Desk so a communication log is created. If you do not do this, faculty have no way to determine that you actually experienced problems and you may not be allowed to resubmit your work.

The course will close May 15, 2013 @ 1700 (5:00 pm, ESDST).

Evaluation Methods, Parameters & Activities:

Grades will be determined by adding all of the course activities (both theory and clinical) together and arriving at a specific number. Each course activity has been assigned a percentage (%) which translates to weight of the activity compared to the totality of the course.

- Class activities (assignments) throughout the semester
  - A brief explanation of each is provided below
  - Additional and more specific information can be found in ANGEL & the course calendar
- Progress in the course will be discussed individually with each student as needed
  - Progress reports/evaluations and strategies for achievement will be completed for those students not earning 80% at mid-semester
- Active, relevant, professional and ethical participation (in the clinical setting, via e-mail, online, by telephone, or in person) is expected
- Communication that is deemed unprofessional, negative, unacceptable or detrimental to
student learning may be deleted from the course by the faculty
  o Any communication that is deleted will not count toward earning course points
  o Late assignments will not be accepted and 0 points will be assigned to the activity
  o Unless prior arrangements have been made with the faculty
  o Students must complete every assignment, in a timely manner, in order to pass NUR 864, it is not an option to not complete an assignment
    o If a student has an emergency situation, the expectation is the lead or clinical faculty will be contacted prior to the assignment due date and time to make alternative arrangements
  o Directions for submission of all written work must be followed for formatting accuracy.
  o Documents not submitted utilizing the course format will either not be accepted or receive a point deduction per faculty discretion.

**Precepted Clinical Practicum**
- 220 hours over the semester (minimum)
  - The clinical experience is preceptor supervised
  - Faculty guided and graded
  - 16 – 20 hours per week with a certified CNS (preceptor) for 14 weeks
- 60% of overall grade – see specific assignments above
  - Pass/Fail related to essential individual characteristics and clinical comportment
  - If a student does not pass clinical, they will receive a 0.0 in NUR 864 and will not be able to proceed in the program
- Clinical objectives must be developed and shared with clinical faculty prior to beginning clinical hours
- Mid-semester and Final evaluation:
  - Preceptor portion needs to be completed and forwarded to clinical faculty
  - Clinical faculty will arrange date/time with individual student and preceptors
- Dress code for all students is white lab coat with MSU College of Nursing ID at all times

**Didactic:**

**Proctored Examinations**
- 2 exams
  - Exam 1 is 50 points (midterm)
  - Exam 2 is 50 points (final)
- 30% of overall grade
- ANGEL course testing, password protected, and timed (90 minutes)
- Questions will reflect knowledge, application, and evidence-based information that requires analysis/synthesis of previously learned material
- Proctored midterm and final exams will be arranged by students at designated testing centers only. Designated testing centers are sites at which testing is routinely administered by personnel whose job description includes proctoring tests. All sites and proctors are subject to the approval of the course faculty administrator. Additional information will be available in the angel course site.

**Discussion Forums**
- 4 over the semester
- 10 points each = 40 total points
- 10% of overall grade
Performance Appraisal Assignment
  o 1=100 points
  o 10% of overall grade

Evidence-based Policy & Procedure Assignment
  o 1 = 100 points
  o 10% of overall grade

CNS Portfolio E*Value
  o Pass/No Pass

Abstract submission: Conference poster or paper presentation (scholarly Project)
  o 1 = 50 points
  o 5% of overall grade

Clinical: (must pass all elements of clinical to pass course)

E-Value: Documentation of competency achievement and clinical hours
  o Pass/No Pass (mandatory)
  o Reviewed 4 times throughout the semester

Reflective Journal
  o 4 each over the semester
  o Reflection = 15 points each = 60 total points
  o 20% of overall grade

Synchronized Clinical Seminar (Dates to be determined)
  o 3 over the semester
  o Pass/No Pass
  o One hour each (minimum)
  o Mandatory!
  o Through Adobe Connect
  o Access instructions will be provided by clinical faculty
  o Specific times will be announced

Scholarly Project Paper (Clinical and CNS chair)
  o 15%
  o Specific components of the project will be due at several times during the semester.
  o 10 minute presentation at MSU
  o More specific information will be provided early in the semester on ANGEL.

Grading

A grade of 3.0 must be achieved in order to pass NUR 864 and progress in the nursing program.
The MSU 4.0 grading system will be utilized to report final course grades.
Points will be rounded to whole numbers using the 0.5 rule. Points at $\geq 0.5$ will be rounded up while those < 0.5 will be rounded down to the nearest whole number.

The following point scale will be used for final grade determination:

<table>
<thead>
<tr>
<th>%</th>
<th>GRADE</th>
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<tbody>
<tr>
<td>94 – 100</td>
<td>4.0</td>
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<tr>
<td>87 – 93</td>
<td>3.5</td>
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<tr>
<td>80 – 86</td>
<td>3.0</td>
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<tr>
<td>75 – 79</td>
<td>2.5</td>
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<tr>
<td>70 – 74</td>
<td>2.0</td>
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<tr>
<td>65 – 69</td>
<td>1.5</td>
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<tr>
<td>60 – 64</td>
<td>1.0</td>
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<tr>
<td>Below 60</td>
<td>0.0</td>
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Point Determination Will Be As Follows:

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<tr>
<th>DESCRIPTION</th>
<th>POINTS</th>
<th>#</th>
<th>OVERALL %</th>
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<tbody>
<tr>
<td><strong>Theory Assignments</strong></td>
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<tr>
<td>Exams</td>
<td>50</td>
<td>2</td>
<td>30%</td>
</tr>
<tr>
<td>Evidence-based Policy &amp; Procedure</td>
<td>100</td>
<td>1</td>
<td>10%</td>
</tr>
<tr>
<td>Performance Appraisal</td>
<td>100</td>
<td>1</td>
<td>10%</td>
</tr>
<tr>
<td>Abstract</td>
<td>50</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td>Discussion Forums</td>
<td>10</td>
<td>4</td>
<td>10%</td>
</tr>
<tr>
<td><strong>Clinical Assignments</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Competency and Hours Documentation (mandatory)</td>
<td>P/F</td>
<td>On-going</td>
<td>Pass</td>
</tr>
<tr>
<td>Reflective Journal</td>
<td>60</td>
<td>4</td>
<td>20%</td>
</tr>
<tr>
<td>CNS Portfolio</td>
<td>P/F</td>
<td>1</td>
<td>Pass</td>
</tr>
<tr>
<td>Scholarly Project</td>
<td>100</td>
<td>1</td>
<td>15%</td>
</tr>
<tr>
<td>Precepted Clinical Practicum</td>
<td>P/F</td>
<td>1</td>
<td>Pass</td>
</tr>
<tr>
<td>Synchronized Clinical Seminar</td>
<td>P/F</td>
<td>3</td>
<td>Pass</td>
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<tr>
<td><strong>TOTAL</strong></td>
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<td>100%</td>
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Organizational Confidentiality
Protection of the privacy of the organization by confidential reporting is an expected ethical responsibility of students in this course. Like patient confidentiality, we do not disclose information about employees or the organization, except on a “need-to-know” basis. In oral or written discussions of the clinical experience complete anonymity is required.

Clinical Site Dress Code/Professionalism:
Make sure to dress and conduct yourself in accordance with agency policy and your prospective role of a Clinical Nurse Specialist. Ask your preceptor about the appropriate dress for the different course activities that is in accordance with the College of Nursing professional dress policy. While in the clinical area students will wear MSU Lab Jackets and they must wear their MSU nametag at all times.

When to Look for Course Materials:
Tuesday is considered the “beginning” day of each week of the course (please refer to the Course Calendar).

Attendance Policy
Students are expected to log into weekly lessons, activities, and actively participate in any discussions on the unit message boards as required. Scholarly interchange is vital to everyone's understanding of the material.

University & College Policies:
The College of Nursing expects that students will demonstrate professional behavior in all situations. Specific expectations for clinical and other professional venues can be found in the appropriate handbook. You are responsible for reviewing and acting in accordance with the policies and procedures found in the following sources, including the following topics: Professionalism, Academic Integrity, Accommodations for Students with Disabilities, Disruptive Behavior, Attendance, Compliance, and Progression.

- CON Student handbook  http://nursing.msu.edu/handbooks.asp
- Information for Current Students—including Rights, Responsibilities and Regulations for Students  http://www.msu.edu/current/index.html
- Academic Programs  http://www.reg.msu.edu/UCC/AcademicPrograms.asp

Academic Integrity:
Academic Honesty: Article 2.3.3 of the Academic Freedom Report states: “The student shares with the faculty the responsibility for maintaining the integrity of scholarship, grades, and professional standards.” In addition, the College of Nursing adheres to the policies on academic honesty specified in General Student Regulation 1.0, Protection of Scholarship and Grades; the all-University Policy on Integrity of Scholarship and Grades; and Ordinance 17.00, Examinations. (See Spartan Life: Student Handbook and Resource Guide and/or the MSU Web site www.msu.edu.) Therefore, unless authorized by your instructor, you are expected to complete all course assignments, including homework, lab work, quizzes, tests and exams, without assistance from any source. You are expected to develop original work for this course; therefore, you may not submit course work you completed for another course to satisfy the requirements for this course. Also, you are not authorized to use the www.allmsu.com Web site to complete any course work in this course. Students who violate MSU rules may receive a penalty grade, including but not limited to a failing grade on the assignment or in the course.

Please read each part of the following site to fully understand your responsibilities and the position of the University regarding:
• cheating,
• plagiarism,
• MSU regulations, ordinances and policies regarding academic honesty and integrity
• Academic integrity links
  http://www.msu.edu/unit/ombud/honestylinks.html

Academic dishonesty in any form will not be tolerated in the College of Nursing. Any student involved in academic dishonesty will be reported to the Office of Academic Affairs and the Office of Student Services in the College of Nursing and a grade of 0.0 may be issued for the course.

Lectures, quizzes and examinations must remain the property of the College of Nursing and must not be copied from the Internet for use with others. **Any quiz or exam should not be printed.** **Printing an exam or quiz will be considered academic dishonesty.** According to university policy, consequences for academic dishonesty may include failure of the course, expulsion from the major, or expulsion from the university. You are advised to complete and submit your own work. The exams are NOT group projects and must not be shared with other students in any way.

Online discussions and other course activities are confidential and should not be shared or discussed with others who are not enrolled in the class. The course provides an opportunity for each course participant to express his/her ideas and all are expected to do so. All ideas need to be respected in discussions and exercises. Any “group projects” (that are required) still require individual work as a minimal expectation, and individual work will be graded.

For further information you can access any of the following sites:
• International Studies and Programs
  http://www.msu.edu/international/index.html

**Disruptive Behavior:** Article 2.3.5 of the Academic Freedom Report (AFR) for students at Michigan State University states: "The student's behavior in the classroom shall be conducive to the teaching and learning process for all concerned." Article 2.3.10 of the AFR states that "The student has a right to scholarly relationships with faculty based on mutual trust and civility."
**General Student Regulation 5.02** states: "No student shall . . . interfere with the functions and services of the University (for example, but not limited to, classes . . .) such that the function or service is obstructed or disrupted. Students whose conduct adversely affects the learning environment in this classroom may be subject to disciplinary action through the Student Faculty Judiciary process.

**Attendance:** Students whose names do not appear on the official class list for this course may not attend this class. Students who fail to attend the first four class sessions or class by the fifth day of the semester, whichever occurs first, may be dropped from the course. See the Ombudsman’s web site for a discussion of student observance of major religious holidays, student-athlete participation in athletic competition, student participation in university-approved field trips, medical excuses and a dean's drop for students who fail to attend class sessions at the beginning of the semester.

**College of Nursing Policies:** Professional Development Guidelines are found in the CON MSN Student Handbook at the CON website. Students are responsible for the information found in the CON MSN Student Handbook.
## NUR 864: Course Calendar

Coding: **Green** – clinical faculty activity  
**Blue**: didactic faculty activity

<table>
<thead>
<tr>
<th>WEEK, DATE &amp; Course Obj. ()</th>
<th>CONTENT</th>
<th>TEXTBOOK READINGS</th>
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</table>
| **Week 1**  
Jan 7<sup>th</sup> | • Introduction to the course  
• Interviewing  
• Productivity model  
  o Structure, process outcomes  
  o Performance appraisal | • *Duffy* - chapter 1, pages 3-12; chapter 2, pages 13-22;  
• *Fulton* – chapter 24, pages 299-310 | • Read syllabus  
• Clinical Objectives & proposed clinical schedule due January 9<sup>th</sup> |
| **Week 2**  
Jan 14<sup>th</sup> | • Evaluating Organizations & Systems  
• Interviewing Exercise:  
  o Students will be paired in groups of 2  
  o Group members will determine which individual will write the interview questions & who will write the organization candidate questions  
  o Each person will serve in the role of interviewee & interviewer | • *Hickey & Brosnan* – Chapter 5  
• *Duffy* - chapter 1, pages 3-12; chapter 2, pages 13-22;  
• *Fulton* – chapter 24, pages 299-310 | • May begin clinical hours starting January 15<sup>th</sup> (unless previous arrangements have been made with your clinical faculty)  
• Final – IRB proposal |
| **Week 3**  
Jan 21<sup>st</sup> | • Group Work  
  o Process & performance  
  Process analysis | • *Hickey & Brosnan* – Chapter 9  
• *Hamric* – chapter 24, pages 681-724  
• *Duffy* – chapter 5, pages 43-51  
• *Fulton* – chapter 17, pages 223-236 | • Scholarly Project Revisions (through methodology) due January 21<sup>st</sup> |
| **Week 4**  
Jan 28<sup>th</sup> | • Nurse Sensitive Indicators/Outcomes | • *Fulton* – chapter 42, pages 437-440 | • E*Value documentation & Reflective Journal #1 due February 4<sup>th</sup>  
• Discussion Forum #1 due Feb 3<sup>rd</sup>: *Interviewing Exercise* |
| **Week 5**  
Feb | • Conceptual Models for Evaluation of Health Care Quality | • *Hickey & Brosnan*: Chapters 3 | • 1<sup>st</sup> Synchronized Clinical Seminar with faculty |
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<tr>
<td>4&lt;sup&gt;th&lt;/sup&gt;</td>
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<tr>
<td>Week 6</td>
<td>Information Systems and Patient Care Technology</td>
<td><em>Hickey &amp; Brosnan</em> – Chapter 6</td>
<td>February 5&lt;sup&gt;th&lt;/sup&gt; (time to be announced)</td>
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<tr>
<td>Feb 11&lt;sup&gt;th&lt;/sup&gt;</td>
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<td>Week 7</td>
<td>Impact of Health Care Reform on health care systems &amp; the role of the APRN:</td>
<td>Readings from outside the textbooks</td>
<td>Mid-semester preceptor evaluation due to clinical faculty by February 25&lt;sup&gt;th&lt;/sup&gt;</td>
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| Feb 18<sup>st</sup>        | - Value based purchasing  
                  - Accountable care organizations  
                  - CNS impact models |         | E*Value documentation & Reflective Journal #2 due February 25<sup>th</sup>: include group process analysis of 2 multidisciplinary meetings |
| Week 8                     | Models of practice across the continuum: Part I  
                  - Case management  
                  - Finance  
                  - Budgeting  
                  - DRG’s  
                  - Risk management  
                  - Discharge planning  
                  - Infection preventionist  
                  - Home health | *Fulton* – chapter 26, pages 329-330  
                  *Duffy* – chapter 10, pages 79-88; chapter 16, pages 135-144; chapter 20, pages 163-172 | Progress update on CNS Portfolio due February 27<sup>th</sup> |
<p>| Feb 25&lt;sup&gt;th&lt;/sup&gt; Midterm |         |                   | Discussion Forum #2 due Feb 27&lt;sup&gt;th&lt;/sup&gt;: Performance Appraisal |
| Week 9                     |         | SPRING BREAK      |         |
| March 4&lt;sup&gt;th&lt;/sup&gt;       |         | No clinical hours! |         |
| Week 10                    | Models of practice across the continuum: Part II | Readings from outside the textbooks | Evidence-based policy &amp; procedure Assignment: due March 18&lt;sup&gt;th&lt;/sup&gt; |
| March 11&lt;sup&gt;th&lt;/sup&gt;      |         |                   |         |
| Week 11                    | Influencing Health Policy | <em>Hickey &amp; Brosnan</em> – Chapter 10 | Discussion Forum #3 due March 24&lt;sup&gt;th&lt;/sup&gt;: Models of Care |
| March 18&lt;sup&gt;th&lt;/sup&gt;      |         |                   |         |</p>
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</table>
| **WEEK 12** | Ethical foundations  
- Moral distress  
- Social justice | **Hamric** – chapter 11, pages 315-342 | 2nd Synchronized Clinical Seminar  
April 1st – time to be announced  
E*Value documentations  
& Reflective Journal #3 due March 29th: with shadowing  
Update electronic portfolio |
| March 25th | **Week 12** | 2nd Synchronized Clinical Seminar  
April 1st – time to be announced  
E*Value documentations  
& Reflective Journal #3 due March 29th: with shadowing  
Update electronic portfolio |
| **WEEK 13** | End of life  
Palliative care | **Fulton** - chapter 33, 391-392 | Discussion Forum #4 Due April 7th: Ethics |
| April 1st | **Week 13** | Discussion Forum #4 Due April 7th: Ethics |
| **WEEK 14** | Finalization of clinical internship & Scholarly Project  
Prepare 10 minute presentation of Scholarly Project | | Scholarly Project DUE: April 14th |
| April 8th | **Week 14** | Scholarly Project DUE: April 14th |
| **WEEK 15** | Wrap up | | Abstract for journal or conference due April 14th  
Clinical hours must be completed by April 19th  
E*Value documentation & Reflective Journal #4 due April 21st: include challenges & barriers experienced SP implementation |
| April 15th | **Week 15** | Abstract for journal or conference due April 14th  
Clinical hours must be completed by April 19th  
E*Value documentation & Reflective Journal #4 due April 21st: include challenges & barriers experienced SP implementation |
| **WEEK 16** | Presentation of Scholarly Project (date and time to be announced) | | Exam #2 April 16th – 2PM-4PM (you will have 90 minutes to complete)  
Preceptor Evaluation due to clinical faculty April 22nd |
| April 22nd | **Week 16** | Exam #2 April 16th – 2PM-4PM (you will have 90 minutes to complete)  
Preceptor Evaluation due to clinical faculty April 22nd | |
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<tbody>
<tr>
<td></td>
<td></td>
<td>Additional Readings will be noted in the weekly lesson folders</td>
<td>• Final evaluation to be scheduled with clinical faculty</td>
</tr>
</tbody>
</table>

**Friday May 3rd Graduation for MSN students**

The faculty reserves the right to revise the course calendar as deemed appropriate and necessary. Students will receive advanced notice of any changes via email. A revised and dated calendar will be posted in Angel.