

FLORIDA ATLANTIC UNIVERSITY™

Graduate Programs—COURSE CHANGE REQUEST¹

UGPC APPROVAL _____
 UFS APPROVAL _____
 SCNS SUBMITTAL _____
 CONFIRMED _____
 BANNER POSTED _____
 CATALOG _____

DEPARTMENT: NURSING	COLLEGE: NURSING
COURSE PREFIX AND NUMBER: NGR 7767	CURRENT COURSE TITLE: ADVANCED NURSING PRACTICE: INTRODUCTION TO PRACTICE MANAGEMENT
CHANGE TITLE TO: INTRODUCTION TO PRACTICE MANAGEMENT: ADVANCED NURSING PRACTICE CHANGE PREFIX FROM: TO: CHANGE COURSE NO. FROM: TO: CHANGE CREDITS ² FROM: TO: CHANGE GRADING FROM: TO: CHANGE DESCRIPTION TO:	CHANGE PREREQUISITES/MINIMUM GRADES TO*: PERMISSION OF DEPARTMENT EXISTING Catalog: Prerequisite: Admission to D.N.P. program CHANGE COREQUISITES TO*: CHANGE REGISTRATION CONTROLS TO: *Please list both existing and new pre/corequisites, specify AND or OR, and include minimum passing grade.
Should the requested change(s) cause this course to overlap any other FAU courses, please list them here. N/A	Please consult and list departments that might be affected by the change(s) and attach comments. ³

Faculty contact, email and complete phone number:
 Marguerite J. Purnell, mpurnell@fau.edu, 7-3262

Approved by: Department Chair: <u>[Signature]</u> College Curriculum Chair: <u>[Signature]</u> College Dean: <u>[Signature]</u> UGPC Chair: <u>[Signature]</u> Graduate College Dean: <u>[Signature]</u> UFS President: _____ Provost: _____	Date: <u>9/24/13</u> <u>9/24/2013</u> <u>10/9/2013</u> <u>10/9/13</u> <u>10/16/13</u>	1. Syllabus must be attached; see guidelines for requirements: www.fau.edu/provost/files/course_syllabus.2011.pdf 2. Review Provost Memorandum: Definition of a Credit Hour www.fau.edu/provost/files/Definition_Credit_Hour_Memo_2012.pdf 3. Consent from affected departments (attach if necessary)
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**CHRISTINE E. LYNN COLLEGE OF NURSING
COURSE OVERVIEW
SPRING 2014**

- COURSE NUMBER:** NGR 7767
- COURSE TITLE:** Introduction to Practice Management: Advanced Nursing Practice
- COUSE FORMAT:** Blackboard assisted; face-to-face sessions
- CREDIT HOURS:** 3
- COURSE SCHEDULE:** Saturdays, monthly
Boca Campus NU 116
- PLACEMENT IN CURRICULUM:** Second year of DNP program
- PRE-REQUISITE:** Permission of department
- FACULTY:** Ruth McCaffrey DNP, ARNP, FNP-BC, GNP-BC, FAAN
Office 115c
Email: Rmccaffr@Fau.Edu
Phone: 297 2945
- OFFICE HOURS:** Class Saturdays 8-2pm and by appointment
- COURSE DESCRIPTION:** This course provides a comprehensive overview of practice, business, finance, and management principles necessary to establish and maintain a successful clinical nursing practice.

COURSE OBJECTIVES: Upon completion of NGR 7850, the student will demonstrate evidence of:

1. Being competent

- a. Analyze financial data related to patient care for at least one setting (community, ambulatory care, hospital, extended care).
- b. Analyze and evaluate aspects of patient care contracts with insurance companies (including managed care companies) to improve the quality and cost effectiveness of individual and systems health care.

2. Becoming compassionate

- a. Examine the need for the provision of cultural competent primary care to persons of all ages and income levels.
- b. Examine legal and ethical issues surrounding practice management for advanced practice nurses and physicians.

3. Demonstrating comportment

- a. Formulate a marketing plan appropriate for start-up and growth of clinical services.
- b. Create a quality improvement process for an individual organization and incorporate all current regulations regarding quality control.

4. Becoming confident

- a. Analyze or design a “request for proposal” for clinical services
- b. Perform a cost analysis report on specific clinical services and goods.
- c. Predict the challenges and benefits of primary care practices.

5. Attending to conscience

- a. Predict the challenges and benefits of primary care practices
- b. Examine legal and ethical issues surrounding practice management for advanced practice nurses and physicians.
- c. Evaluate how organizational structure, finances, and marketing impacts costs, quality, and accessibility of care.

6. Affirming commitment

- a. Analyze the current barriers to independent advanced practice nursing.
- b. Examine methods, both politically and through marketing strategies, to overcome or ameliorate these barriers.

- c. Evaluate the benefits of independent advanced nursing practice to the public.

TEACHING LEARNING STRATEGIES:

Lecture, discussion, small group activities, required readings, written papers, and student presentations.

EVALUATION METHODS:

Class Discussion	20 %
Oral Presentation	40 %
Paper	40 %

GRADING SCALE

Students in graduate nursing courses must achieve a minimum of C to successfully complete the course. All course requirements and objectives must be met in order to obtain a passing grade

93-100 = A
90-92 = A-
87-89 = B+
83-86 = B
80-82 = B-
77-79 = C+
73-76 = C
70-72 = C –
60 – 69 = D
59 and below =F

REQUIRED TEXT: Rainer, C. (2010) Practice Management: A practical guide to starting and running a medical office. 2nd Ed. Wyndham Hill Press

RECOMMENDED TEXT: Chang, C.F., Price, S.A. & Pfoutz, S.K. (2001). *Economics and Nursing: Critical Professional Issues*. Philadelphia, PA: FA Davis Publishers.

TOPICAL OUTLINE

Class Meeting/ Blackboard	Topical Outline	Assignment
January 11	Read Syllabus Obtain Book	Email professor with any questions about course and course assignments
January 19 – Class meeting	Going into Business for One’s Self – Entrepreneurship Panel discussion	Chapter 2 and 3
January 20-31	Marketing, Physical Practice Space Consideration	Approval for Oral Presentation Topic Chapter 5
February 1-15	Business Plan Development	Chapter 7 Chapter 6
February 16 – Class Meeting	Practice Management Reimbursement	Oral Presentations Chapter 11 Chapter 12
February 17-28	Electronic Medical Records Managing Growth	Chapter 8
March 1-22	Academic Practice and Academic Nursing Centers Rural Health Centers	Approval of Topic for Paper Chapter 13
March 23 Class Meeting	Electronic Nurse Practitioner	Oral Presentations
March 24-March 31	Managing Quality of Care and Risk Management	Chapter 14, Chapter 21 Chapter 22
April 1-19		Paper Due – April 15th
April 20 Final Class Meeting		Oral Presentations Paper discussions

COURSE ASSIGNMENTS:

Oral Presentation (40 pts) - The oral presentation will be on an approved topic regarding some aspect of independent practice by Nurse Practitioners.

Organization of Topic	9 points
Depth of knowledge about the topic	10 points

Creative and sound implications For advanced practice Nursing	10 points
Presentation Style	8 points
References Used	3 points

Examples of good oral presentation topics

- Legal requirements for starting you own business
- Billing for a medical practice
- Telemedicine
- Barriers to independent practice for Florida Nurse Practitioners
- How to determine what services to offer in an independent practice
- The value of a nurse practitioner run primary care practice: what would be the reimbursement rates, the insurance payments, how would you work with a collaborative physician?
- The value of a nurse practitioner run home visit practice: reimbursement rates, insurance payments, collaborative physicians.
- Discuss “meaningful use” in health information systems
- Discuss the Anti-Kickback Statutes and Stark Self-Referral Laws
- Discuss marketing strategies for a primary care practice
- Discuss the cost of employee benefits including social security, health care, retirement and other costs.
- What regulatory issues have to be dealt with to start a business (local, state and federal). How does employee withholding work?
- Starting An ACO or Medical Home

Paper (40 pts.) The paper will be a business plan for a creative, community based, and independent health care practice run by advanced practice nurses (5-10 pages).

Page 85 of your text provides a list of things to include in this paper.

1. Define the best strategy for your practice.
2. Formulate realistic, pragmatic and measurable objectives
3. Assess and Pre-empt risks
4. Specify the action plan to achieve these goals
5. Estimate resources needed for start up
6. Detail financial implications under various scenarios.

Class discussion (20 pts.)

BIBLIOGRAPHY

Cowling, W.R., Smith M.C., Watson, J. (2008) The power of wholeness, consciousness,

and caring : A dialogue on nursing science, art and healing. *Advances in Nursing Science* 31(1) E41-E51.

Hagedorn, S. (1995) The politics of caring: The role of activism in primary care. *Advances in Nursing Science* 17(4) 1-11.

Mackey T., (2009) Practice value and worth of a DNP. *Clinical Scholars Review* 2(1), 8-9.

Mackey, T., Rooney, L., & Skinner, L., (2009) Pay for NP performance. *The Nurse Practitioner. The American Journal of Primary Healthcare*, 34(4), 48-51.

Mackey, T. (2005). Planning your business. *Journal of the American Academy of Nursing Practitioners* 17(12), 501-505

Persky, G., Nelson, J., Watson, J., & Bent, K., (2008). Creating a profile of a nurse effective in caring. *Nursing Administration Quarterly. Caring Competencies for a Complex Healthcare Environment: Part 1.* 32(1) 15-20.

Blanchard, K., (2007). *Leading at a higher level*. Upper Saddle River, NJ Prentice Hall

Ellis E., Mackey, T.A., Buppert, C., & Klingensmith, K. (2008). Acute care nurse practitioner billing model development. *Clinical Scholars Review* 1, 125-128.

Gramling, L., Nugent K., (1998). Teaching caring within the context of health. *Nurse Educator* 23(2) 47-51.

Green-Hernandez, C. (1997). Application of caring theory in primary care: A challenge for Advanced Practice. *Nursing Administration Quarterly* 21(4) 77-82.

Hill-Gromesh, L. Fuselier, E., Mackey, T., (2009). Implications for Cardiology Nurse Practitioner Billing: A comparison of hospital versus office practice. *JAANP*. (Accepted for Publication)

Mackey, T., Cole, F., Lindenberg, J., (2005). Quality improvement and changes in diabetic patient outcomes in an academic nurse practitioner primary care practice. *Journal of the American Academy of Nurse Practitioners*, 17(12) 547-553.

Medical Group Management Association (2007). Performance and practices of successful medical groups. Glacier Publications Inc.

Torissi, D., Hansen-Turton T., (2007). Community and managed health centers: Getting them going and keeping them going. Springer Publishing Co. New York.

COURSE POLICIES AND GUIDELINES

Please read Important Info for specific guideline and rules for the on-line learning adventure.

Assignments are due on the date specified by the faculty on the course syllabus. The course syllabus is the official schedule for course activities. (I suggest you print a copy and hang it above your computer) Late work is not acceptable and will receive a grade of zero. If the student is unable to submit work on the designated date, arrangements must be made with the course faculty in advance of the due date. Extensions will only be considered in extreme circumstances and only for individual assignments. Discussion activities and assignment posted for peer critique as well as your critique of your peers work are time sensitive activities and ABSOLUTELY no extensions are possible. No extensions are granted after the due date, and no work will be accepted after the last class session.

All course work and correspondence must be submitted within this e-College course site. Assignments that are FAXED, e-mail or brought in hard copy to the faculty are not acceptable. If your assignment does not appear in the area designate for that assignment within this course framework---it does not exist.

Course work must be saved in the format and submitted via the course tool as described with the assignment guidelines.

Students are expected to participate in class and group activities and discussions.

Students who do not participate in these activities will receive a grade of zero for that component of their course grade.

Because of the nature of class activities and group projects, there will be no alternative assignments or opportunities for make up experiences or assignments.

COLLEGE OF NURSING POLICIES

Policies below may be found in:

a). The faculty reserves the right to make changes in course content and requirements.

b). The Christine E. Lynn College of Nursing Graduate Handbook located at:

<http://nursing.fau.edu/GraduateHandbook>

c). Florida Atlantic University's Academic Policies and Regulations

<http://www.fau.edu/academic/registrar/catalogRevs/academics.php>

and

<http://www.fau.edu/regulations>

CODE OF ACADEMIC INTEGRITY:

The University policy regarding academic integrity is enforced in this course. Students at Florida Atlantic University are expected to maintain the highest ethical standards. Dishonesty is considered a serious breach of these ethical standards, because it interferes with the University mission to provide a high quality education in which no student enjoys an unfair advantage over any other. Dishonesty is also destructive of the University community, which is grounded in a system of mutual trust and places high value on personal integrity and individual responsibility. Harsh penalties are associated with academic dishonesty. For more information, see:
http://www.fau.edu/regulations/chapter4/4.001_Code_of_Academic_Integrity.pdf

The College of Nursing regards adherence to the Code of Academic Integrity as a professional competency and an expectation of all students. **ANY** act of dishonesty that violates the code of academic integrity and misrepresents your efforts or ability is grounds for immediate failure of the course.

DISABILITY STATEMENT:

In compliance with the Americans with Disabilities Act (ADA), students who require special accommodations due to a disability to properly execute coursework must register with the Office for Students with Disabilities (OSD) located in: Boca Raton – SU 133 (561-297-3880), Davie – LA-203 (954-236-1222), and Jupiter – SR 117 (561-799-8585), and follow all OSD procedures.

INCOMPLETE POLICY:

The Incomplete Grade Policy is enforced. A student who registers for a course but fails to complete the course requirements, without dropping the course, will normally receive a grade of “F” from the course instructor. A student who is passing a course but has not completed all the required work because of exceptional circumstances may, with the approval of the instructor, temporarily receive a grade of “I” (incomplete). This must be changed to a grade other than “I” within a specified time frame, not to exceed one calendar year from the end of the semester during which the course was taken.

ATTENDANCE POLICY:

Students are expected to attend all of their scheduled University classes and to satisfy all academic objectives as outlined by the instructor. The effect of absences upon grades is determined by the instructor, and the University reserves the right to deal at any time with individual cases of nonattendance. Students are responsible for arranging to make up work missed because of legitimate class absence, such as illness, family emergencies, military obligation, court-imposed legal obligations, or participation in University-approved activities.

Examples of University approved reasons for absences include participating on an athletic or scholastic team, musical and theatrical performances, and debate activities. It is the student’s responsibility to give the instructor notice prior to any anticipated absence and within a reasonable amount of time after an unanticipated absence, ordinarily by the

next scheduled class meeting. Instructors must allow each student who is absent for a University-approved reason

the opportunity to make up work missed without any reduction in the student's final course grade as a direct result of such absence.

RELIGIOUS ACCOMMODATION:

In accordance with rules of the Florida Board of Education and Florida law, students have the right to reasonable accommodations from the University in order to observe religious practices and beliefs with regard to admissions, registration, class attendance, and the scheduling of examinations and work assignments. Students who wish to be excused from coursework, class activities, or examinations must notify the instructor in advance of their intention to participate in religious observation and request an excused absence. The instructor will provide a reasonable opportunity to make up such excused absences. Any student who feels aggrieved regarding religious accommodations may present a grievance to the director of Equal Opportunity Programs. Any such grievances will follow Florida Atlantic University's established grievance procedure regarding alleged discrimination.

USE OF STUDENT COURSE MATERIAL

The Christine E. Lynn College of Nursing may use students' course related materials for legitimate institutional purposes, such as accreditation, university review process, or state board of nursing review process, etc. In such cases, materials will be used within the college and university.



CHRISTINE E. LYNN COLLEGE OF NURSING

STATEMENT OF PHILOSOPHY

Nursing is a discipline of knowledge and professional practice grounded in caring. Nursing makes a unique contribution to society by nurturing the wholeness of persons and environment in caring. Caring in nursing is an intentional mutual human process in which the nurse artistically responds with authentic presence to calls from persons to enhance well-being. Nursing occurs in nursing situations: co-created lived experiences in which the caring between nurses and persons enhance well-being. Nursing is both science and art. Nursing science is the evolving body of distinctive nursing knowledge developed through systematic inquiry and research. The art of nursing is the creative use of nursing knowledge in practice. Knowledge development and practice in nursing require the complex integration of multiple patterns of knowing. Nurses collaborate and lead interprofessional research and practice to

support the health and well-being of persons inextricably connected within a diverse global society.

Persons as participant in the co-created nursing situation, refers to individual, families or communities. Person is unique and irreducible, dynamically interconnected with others and the environment in caring relationships. The nature of being human is to be caring. Humans choose values that give meaning to living and enhance well-being. Well-being is creating and living the meaning of life. Persons are nurtured in their wholeness and well-being through caring relationships.

Beliefs about learning and environments that foster learning are grounded in our view of person, the nature of nursing and nursing knowledge and the mission of the University. Learning involves the lifelong creation of understanding through the integration of knowledge within a context of value and meaning. A supportive environment for learning is a caring environment. A caring environment is one in which all aspects of the person are respected, nurtured and celebrated. The learning environment supports faculty-student relationships that honor and value the contributions of all and the shared learning and growth.

The above fundamental beliefs concerning Nursing, Person and Learning express our values and guide the actions of Faculty as they pursue the missions of teaching, research/scholarship and service shared by the Christine E. Lynn College of Nursing and Florida Atlantic University.

Revised April, 2012.