

# Nursing and Health Care Leadership (NHCL)

## Practicum Experiences Informational Guide



## Welcome

The Nursing and Health Care Leadership (NHCL) Program faculty and students at Vanderbilt University School of Nursing are thrilled to be in partnership with you as a preceptor for a NHCL Practicum course. There are two leadership practicum courses:

- 1) NUR 6485 Managing and Leading in Healthcare, Practicum I, and
- 2) NUR 6495 Organizational and Systems Leadership, Practicum II

## What to expect

Jennifer Barut, PhD, MSN, RN is the assigned individual faculty person within the Nursing and Health Care Leadership program who will act as a liaison between you and the program of study. Expect Dr. Barut to be in contact with you at the middle, the end and as needed throughout the semester. Please communicate directly with the designated faculty person for the individual course if you have any concerns or questions.

## Thank you

Thank you for taking such an integral role in the education of our students; your contribution to the student's success is immeasurable, and we thank you for your dedication to furthering the profession.



## N6485 Managing and Leading in Health Care, Practicum I

### Course Description

This course is a leadership/management practicum experience in which students apply models of quality improvement, informatics, organizational behavior, leadership, outcome measurement, and financial management in a selected health care setting. This practicum provides students with an opportunity to work closely with a leader/manager in a variety of health care settings. The students experience positive role modeling while contributing to the functioning of the health care agency. Students complete an agency designated project(s) during the practicum. The American Association of Colleges of Nursing (AACN) has identified nine expected essentials of graduates of an MSN program. Achievement of these essentials will prepare graduates for practice in diverse areas of any healthcare setting (<http://www.aacnnursing.org/Education-Resources/AACN-Essentials>). The following table outlines the Essentials that are supported in this course by instruction and learning, as well as by which you will be evaluating the student at the mid and end of the semester evaluations. There are 210 clinical hours required for Practicum I.

ESSENTIALS OF MASTER'S EDUCATION IN NURSING	KEY OBJECTIVES
<b>Essential I: Background for Practice from Sciences and Humanities</b>	<ul style="list-style-type: none"> <li>• Synthesize evidence for practice.</li> <li>• Use quality processes and improvement science.</li> <li>• Integrate organizational science and informatics.</li> </ul>
<b>Essential II: Organizational and Systems Leadership</b>	<ul style="list-style-type: none"> <li>• Apply leadership skills and decision making in the provision of culturally responsive, high-quality nursing care.</li> <li>• Assume a leadership role in implementing patient safety and quality improvement initiatives.</li> <li>• Design and implement systems change strategies.</li> </ul>
<b>Essential III: Quality Improvement and Safety</b>	<ul style="list-style-type: none"> <li>• Analyze information about quality initiatives.</li> <li>• Implement evidence-based plans.</li> <li>• Lead quality improvement initiatives.</li> </ul>
<b>Essential IV: Translating and Integrating Scholarship into Practice</b>	<ul style="list-style-type: none"> <li>• Integrate theory, evidence, clinical judgement, research, and interprofessional perspectives.</li> <li>• Participate, lead when appropriate, collaborative teams.</li> <li>• Apply practice guidelines.</li> </ul>
<b>Essential V: Informatics and Healthcare Technologies</b>	<ul style="list-style-type: none"> <li>• Analyze current and emerging technologies.</li> <li>• Promote oversight and guidance in the integration of technologies.</li> <li>• Use current and emerging technologies in the care environment.</li> </ul>
<b>Essential VI: Health Policy and Advocacy</b>	<ul style="list-style-type: none"> <li>• Analyze of how policies influence health care, practice, and health outcomes.</li> <li>• Examine the effect of legal and regulatory processes.</li> <li>• Advocate for policies to improve the health of the public and the profession..</li> </ul>
<b>Essential VII: Interprofessional Collaboration for Improving Patient and Population Health Outcomes</b>	<ul style="list-style-type: none"> <li>• Advocate for the value and role of the professional nurse.</li> <li>• Use effective communication strategies.</li> <li>• Function as an effective group leader.</li> </ul>





# N6495 Organizational and Systems Leadership, Practicum II













## Course Description

This practicum provides the student with an opportunity to work closely with a manager or administrator in a formal mentorship arrangement in a health care setting. The student has an opportunity to observe and practice management and leadership skills in a health care organization. The role of a leader is explored in the context of the changing health care environment. In addition, the student explores population health strategies, works on agency designated projects, and presents the process and results of a completed project. This practicum builds on skills and experiences attained in 6485, Practicum I, of the NHCL program. Students are assigned to a more senior leader in N6495, and complexity of course deliverables is enhanced. There are 280 clinical hours required for Practicum II.

ESSENTIALS OF MASTER'S EDUCATION IN NURSING	KEY OBJECTIVES
<b>Essential I: Background for Practice from Sciences and Humanities</b>	<ul style="list-style-type: none"> <li>• Synthesize evidence for practice.</li> <li>• Use quality processes and improvement science.</li> <li>• Integrate organizational science and informatics.</li> </ul>
<b>Essential II: Organizational and Systems Leadership</b>	<ul style="list-style-type: none"> <li>• Apply leadership skills and decision making in the provision of culturally responsive, high-quality nursing care.</li> <li>• Assume a leadership role in implementing patient safety and quality improvement initiatives.</li> <li>• Design and implement systems change strategies.</li> </ul>
<b>Essential III: Quality Improvement and Safety</b>	<ul style="list-style-type: none"> <li>• Analyze information about quality initiatives.</li> <li>• Implement evidence-based plans.</li> <li>• Lead quality improvement initiatives.</li> </ul>
<b>Essential IV: Translating and Integrating Scholarship into Practice</b>	<ul style="list-style-type: none"> <li>• Integrate theory, evidence, clinical judgement, research, and interprofessional perspectives.</li> <li>• Participate, lead when appropriate, collaborative teams.</li> <li>• Apply practice guidelines.</li> </ul>
<b>Essential V: Informatics and Healthcare Technologies</b>	<ul style="list-style-type: none"> <li>• Analyze current and emerging technologies.</li> <li>• Promote oversight and guidance in the integration of technologies.</li> <li>• Use current and emerging technologies in the care environment.</li> </ul>
<b>Essential VI: Health Policy and Advocacy</b>	<ul style="list-style-type: none"> <li>• Analyze of how policies influence health care, practice, and health outcomes.</li> <li>• Examine the effect of legal and regulatory processes.</li> <li>• Advocate for policies to improve the health of the public and the profession..</li> </ul>
<b>Essential VII: Interprofessional Collaboration for Improving Patient and Population Health Outcomes</b>	<ul style="list-style-type: none"> <li>• Advocate for the value and role of the professional nurse.</li> <li>• Use effective communication strategies.</li> <li>• Function as an effective group leader.</li> </ul>



## Student Nurse - Nursing & Health Care Leadership **Practicum Experiences**

YEAR 2 FALL SEMESTER	YEAR 2 SPRING SEMESTER	YEAR 2 SUMMER SEMESTER
 <b>N6025:</b> <i>Quality Improvement &amp; Patient Safety</i>	 <b>N6485:</b> <i>Practicum I: Managing and Leading in Healthcare</i>	 <b>N6495:</b> <i>Practicum II: Organizational and Systems Leadership</i>
 <b>PRACTICUM FOCUS:</b> Quality improvement project	 <b>PRACTICUM FOCUS:</b> Leadership 'in action'	 <b>PRACTICUM FOCUS:</b> Advanced or senior leadership 'in action'
 <b>PRACTICUM HOURS:</b> <b>70 hours</b> <b>5 hrs/week</b>	 <b>PRACTICUM HOURS:</b> <b>210 hours</b> <b>15 hrs/week</b>	 <b>PRACTICUM HOURS:</b> <b>280 hours</b> <b>20 hrs/week</b>
 <b>SITE(S) / LOCATION(S):</b> Place of employment or other agreed upon site/location for practicum	 <b>SITE(S) / LOCATION(S):</b> Place of employment or other agreed upon site/location for practicum	 <b>SITE(S) / LOCATION(S):</b> Place of employment or other agreed upon site/location for practicum



# Planning for your Practicum Experience

The time to start thinking about your preceptor is now! Here are some FAQs to guide your planning process:

## How do I choose a preceptor?

Your preceptor can be a leader at the organization where you are employed, or a leader at a different healthcare organization where you wish to pursue a career. Your choice of a preceptor should be influenced by your career goals. Your preceptor should be at least one level higher than your current role for NURS 6485. For NURS 6495, you will want to choose a preceptor who is at least one level higher than your NURS 6485 preceptor. For example, if you are a staff nurse, your preceptor for NURS 6485 might be a nurse manager of the unit where you work. For 6495, you might choose a nursing director responsible for multiple units. During both practicum experiences, you will be mentored in the implementation of a quality improvement project at the clinical site, and may want to take this into consideration when choosing a preceptor.

## What qualifications are required of a preceptor?

Your preceptor must be a leader who is prepared at the master's level of education and willing to assist you to complete the course requirements. The preceptor does not require a master's degree in nursing, but it must be a master's degree.

## Do I need to choose a different preceptor for NURS 6495 than NURS 6485?

The answer is, it depends! Many students prefer to choose leaders from different areas and with increasing scope of responsibility in order to gain a wide range of experiences. However, there are multiple reasons why a student might receive approval to stay with the same preceptor. For example, a student has a preceptor in NURS 6485 who is an Associate Nursing Officer and the student's practicum project will span more than one semester. Note that using the same preceptor for both semesters does require approval from the course coordinator.





### Does my preceptor have to be a nursing manager or director in a hospital?

No! Students have chosen preceptors who are leaders in a wide range of health care settings including inpatient, outpatient, outpatient surgery, behavioral health, emergency services, consulting services and academia! If you have any questions about your choice of preceptor, please reach out to the course coordinator, Dr. Jennifer Barut, at [Jennifer.kasey.barut@vanderbilt.edu](mailto:Jennifer.kasey.barut@vanderbilt.edu). Dr. Barut will be happy to provide the guidance needed.

### Does the organization where I work have to have a contract with Vanderbilt University School of Nursing?

Yes! Vanderbilt University School of Nursing has placement affiliation contract with hundreds of healthcare organizations across the United States, so it is possible that the organization where your preceptor is employed already has such a contract in place. If the organization does not have a contract in place, the Clinical Placement Department will set this up once you have confirmed your placement and added it to Exxat.

### When do I need to provide information about my preceptor to VUSN?

Preceptor information will be due to Clinical Placement, submitted in Exxat, early in the Fall semester of your second year. Dr. Barut and a member of VUSN's clinical placement team will meet with you during the first week of the semester to provide more information, share deadlines, and provide you with an orientation to the Exxat program where you will document your clinical hours.

### What information do I need from my preceptor?

You will need a copy of his or her resume or CV, as well as proof of licensure. These are required to upload to Exxat with the preceptor request.

### After I submit my preceptor, what happens next?

After you submit your preceptor request within Exxat, Dr. Barut will review the request and reach out to the preceptor to verify the preceptor's engagement and qualifications. After Dr. Barut approves the preceptor, the Clinical Placement team will get to work on the contract process (validating or procuring a new affiliation agreement). They will let you know any next steps needed, and you will receive a clearance email from them once everything has been finalized.





## Any Questions?

We hope you find this practicum guide helpful! If you have any questions, please reach out to Dr. Barut or Dr. Arnow. The NHCL Faculty are here to help you!

These immersive practicum leadership experience will enable you to observe and even participate in a variety of leadership activities, challenges and environments in a 'safe' supportive learning experience. This will equip you with the ability to make choices about your future leadership direction as well as provide you with strategies and experiences to make informed decisions when similar situations arise in your roles as leaders.