



Engage, Empower, Encourage, and Equip Students to Elevate Healthcare Delivery with Excellence

Kimberly A. Taylor

Vera Polyakova-Norwood

College of Nursing
University of South Carolina



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Background: Where, what, & why

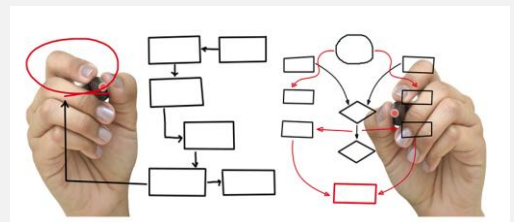
- University of South Carolina, College of Nursing
- MSN Healthcare Leadership – online program
 - NURS 734: Conceptual Basis of Health Systems
 - NURS 740: Facilitative Processes in Healthcare Leadership
- Enrollment – 10-35 students per course; represent different programs (HL, NI, HIT, etc.); adult learners
- 7-week courses, asynchronous online format
- **The challenge** – low course evaluation scores, must improve student learning experience – **re-design the courses, adjust teaching methods**

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Connect

Seek interprofessional connections

- In healthcare, interprofessional collaboration improves healthcare delivery and outcomes.
- In educational contexts - collaborate with instructional designers (ID), IT specialists, librarians
 - **Instructional designers** apply systematic, research-based design and implementation of teaching and learning strategies to any educational context (Richardson et al., 2019).
- Where: Center for Teaching Excellence, Instructional Technology center/unit, IT department, academic library, academic units



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Connect

Have you met your Instructional Designer yet?

Advantages of working with an ID

- Maximize strengths and knowledge to identify meaningful ways to present content and structure learning tasks
- Acquire skills in designing courses to meet and exceed students' expectations
- Affirm the value of collaboration, lifelong learning, and growth mindset
- Foster camaraderie and connections beyond the course

Barriers to collaboration between nursing faculty and ID

- Separation by academic discipline and role (faculty/staff)
- Lack of awareness of available resources and alternative methods
- Fixed mindset - inability to remain teachable and flexible



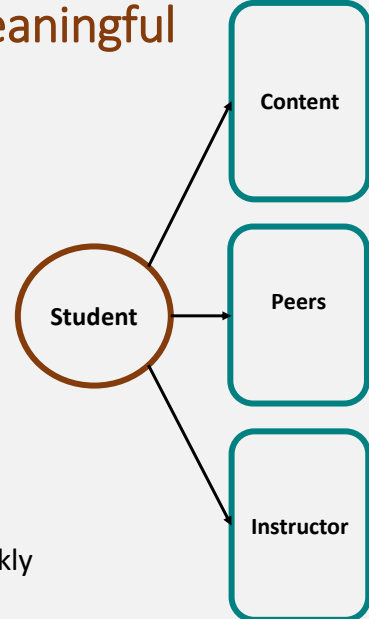
Vera Polyakova-Norwood,
Director of Distributed Learning
College of Nursing

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Innovate

Engage students in meaningful activities

- Select **relevant** course content & resources based on learning outcomes for program and course
 - Present content in a variety of formats (text, video, instructor's lectures etc.)
- Create **challenging and authentic** learning tasks
 - Individual assignments (e.g., assess your own organization, leadership style)
 - Online discussions of real-life scenarios
 - Group projects based on complex real-life challenges (e.g., Strategic Plan)
 - Reflective journaling with peer review
- Provide **timely & respectful feedback** on assignments
- Be **visible** in the online classroom: announcements, weekly videos, discussion boards



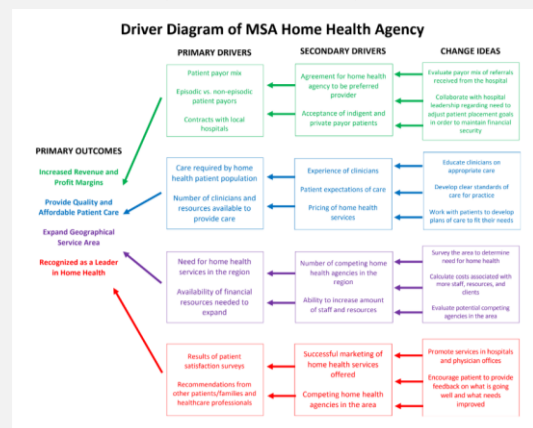
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Innovate

Empower students to explore, challenge, and reflect

- Learn in their own preferred way through course design and activities
- Self-assess their understanding of course concepts (e.g., quizzes, rubrics)
- Explore new ideas through individual and collaborative assignments
- Challenge the current practice
- Make mistakes and correct them

Strategic Plan Assignment



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Innovate

Encourage students to develop a growth mindset

- Look at the familiar things through a new lens
- Think at a higher level
- Seek alternative solutions
- Try new approaches
- Analyze their own leadership styles and set goals
- Reflect on learning and personal growth

Leadership Philosophy Assignment



The image shows a document titled "Leadership Philosophy Assignment" with three main sections: AUTHENTICITY, EXCELLENCE, and EMPOWERMENT. The text discusses the importance of authenticity in leadership, the role of excellence in professional performance, and the value of empowerment in creating a collaborative work culture. A video recording of a woman with dark hair, wearing a black blazer, is overlaid on the right side of the document, appearing to be speaking.

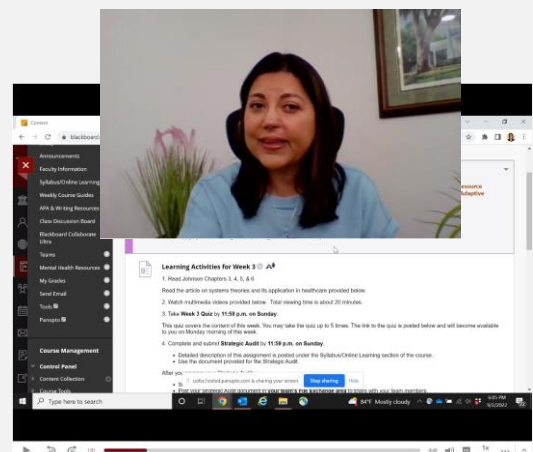
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Innovate

Equip students with skills to lead innovation in healthcare

- Embrace life-long learning
- Communicate clearly and respectfully
- Collaborate with others across disciplines
- Lead healthcare teams and organizations
- Appreciate diversity of backgrounds and ideas
- Use technology to communicate and solve problems

Instructor's Weekly Video



The image shows a video recording of a woman with dark hair, wearing a light blue top, speaking. The video is overlaid on a screenshot of a course management system interface. The interface includes a sidebar with navigation options like "Assignments", "Course Information", and "Weekly Course Guides". The main content area displays "Learning Activities for Week 3" with a list of tasks and a "Strategic Audit" assignment.

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Inspire

Elevate healthcare delivery to Excellence by improving student learning experience

- Students demonstrated ability to critically examine healthcare systems
- Online discussions provided evidence of learning community development
- Group projects demonstrated innovative approaches to problem solving
- Students' papers showed improvement in thought processes and scholarly writing
- Reflections provided examples of personal growth and goal setting
- Leadership Philosophies demonstrated potential for leadership development

Revised course design
and teaching approach



course mean
3.6 – 4.0

College of Nursing mean
3.5

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Inspire

Students rise to Excellence when they recognize relevance

- Extremely **enlightening course content!** I will utilize this content in my leadership role! I enjoyed this distance learning course, really enjoyed this course!
- I feel like my **understanding of health systems and systems thinking has developed significantly.** This class actively inspired me to apply for a more senior position at work.
- Coming from a different industry, this class has helped me **gain insight into healthcare challenges** and what is necessary to have an effective healthcare organization. This class helped me see that **I need to broaden my strategic thinking approach** to impact my organization significantly.
- I found developing **my own philosophy and values** very helpful and I know I will refer back to this as I progress in my career.
- I can truly say this was one of my favorite classes, I **learned so much about myself and about leadership!** I loved reading everyone's reflections throughout the semester and watching the leadership videos this past week. I am excited to bring this knowledge forward into the future!

Student comments on NURS 734 & NURS 740

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In conclusion:

- Collaborate with Instructional Designers and IT specialists
- Allow yourself to be vulnerable & comfortable working with IDs and ITs
- Experiment with new teaching methods, techniques, technologies
- Listen to your students (midterm evaluations, final evaluations, emails, consultations)
- Constantly improve the course based on student feedback
- Embrace and model life-long learning & growth mindset
- Model collaboration and innovation for students and colleagues



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Thank you!



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Kimberly A. Taylor, DNP, RN, NEA-BC, CNOR
Assistant Professor
kat3@email.sc.edu

Vera Polyakova-Norwood, MEd
Director, Distributed Learning
vnorwood@mailbox.sc.edu

College of Nursing
University of South Carolina

