This course supports the assessments for RUC1. The course covers 9 competencies and represents 2 competency units.

**Introduction**

**Overview**
This course explores the unique role nurses play in healthcare, beginning with the history and evolution of the nursing profession. The responsibilities and accountability of professional nurses are covered, including cultural competency, advocacy for patient rights, and the legal and ethical issues related to supervision and delegation. Professional conduct, leadership, the public image of nursing, the work environment, and issues of social justice and healthcare costs are also addressed.

This course is closely related to the Project in Professional Roles and Values course. Working on both courses together will help you prepare better for both assessments.

**Competencies**
This course provides guidance to help you demonstrate the following 9 competencies:

- **Competency 740.1.1: The Nursing Profession**
  The graduate analyzes the historical and contemporary context of nursing practice.

- **Competency 740.1.2: Theories and Models**
  The graduate analyzes leading nursing theories and models as they apply to contemporary nursing practice.

- **Competency 740.1.3: Ethical Comportment and Integrity**
  The graduate analyzes nursing practice situations to promote ethical comportment and integrity using professional standards of practice and the code of ethics.

- **Competency 740.1.4: Professional Accountability**
  The graduate analyzes the responsibility and accountability of the professional nurse.

- **Competency 740.1.5: Self Advocacy of the Nurse**
  The graduate integrates strategies of self-awareness and self-care into professional practice to ensure health and well-being.

- **Competency 740.1.6: The Professional Nurse**
  The graduate integrates knowledge, skills, and attitudes of the nursing profession into personal and professional interactions and decision making.

- **Competency 740.1.7: Role of the Nurse**
  The graduate analyzes the roles of the nurse as a scientist, a detective and a manager of the healing environment.

- **Competency 740.1.8: Interprofessional Practices**
  The graduate analyzes the impact of evolutions in the field of nursing and in the roles of other care providers on Interprofessional practice.

- **Competency 740.1.9: Healthcare Work Environment**
  The graduate evaluates how the vision, values, mission and philosophy of an organization align with an individual’s professional values and beliefs.
Nursing Dispositions Statement

Please review the Statement of Nursing Dispositions.

Course Instructor Assistance

As you prepare to demonstrate competency in this subject, remember that course instructors stand ready to help you reach your educational goals. As subject matter experts, mentors enjoy and take pride in helping students become reflective learners, problem solvers, and critical thinkers. Course instructors are excited to hear from you and eager to work with you.

Successful students report that working with a course instructor is the key to their success. Course instructors are able to share tips on approaches, tools, and skills that can help you apply the content you’re studying. They also provide guidance in assessment preparation strategies and troubleshoot areas of deficiency. Even if things don’t work out on your first try, course instructors act as a support system to guide you through the revision process. You should expect to work with course instructors for the duration of your coursework, and you are encouraged to contact them as soon as you begin. Course instructors are fully committed to your success!

Preparing for Success

The information in this section is provided to detail the resources available for you to use as you complete this course.

Learning Resources

The learning resources listed in this section are required to complete the activities in this course. For many resources, WGU has provided automatic access through the course. However, you may need to manually enroll in or independently acquire other resources. Read the full instructions provided to ensure that you have access to all of your resources in a timely manner.

Automatically Enrolled Resources

VitalSource E-Text

You will be automatically enrolled at the activity level for the following learning resources. Simply click on the links provided in the activities to access the learning materials.


Note: This e-text is available to you as part of your program tuition and fees, but you may purchase a hard copy at your own expense through a retailer of your choice. If you choose to do so, please use the ISBN listed to ensure that you receive the correct edition.

Elsevier Evolve

Elsevier Evolve is the online companion site to the Contemporary nursing: Issues, trends, and management textbook. This course of study will directly link you to specific activities within Evolve.
• Cherry and Jacob: Contemporary Nursing: Issues, Trends and Management (4th ed.)

CE Direct
You will be directly linked to specific CE Direct modules at the activity level within this course.

Nursing Standards
You will be able to access Nursing Professional Standards as they apply to your program through the WGU Library. Please access these documents at the following website:

• Nursing Standards E-Reserves

Week 1: The Nursing Environment

The nursing profession is complex, with a long history that constantly evolves. Historical context frames future endeavors. Professional nurses must look to the future but never forget the past. There are significant milestones to shape how practice is defined today. The initial nurse leaders paved the path for practices nursing takes for granted today. These contributions motivate the nursing profession to keep moving forward.

The Evolution of Nursing
From Florence Nightingale to Patricia Benner nursing is constantly changing and evolving. Nurse leaders have pushed the envelope and made changes to better the healthcare system. As one explores the history of nursing, it is amazing to see the vast contributions nurse leaders have made to everyday patient care.

This topic addresses the following competency:

• Competency 740.1.1: The Nursing Profession
  The graduate analyzes the historical and contemporary context of nursing practice.

This topic highlights the following objectives:

• Recognize the importance of understanding the history of the nursing profession.
• Recognize the influence of historical events and issues on contemporary nursing practice.
• Recognize the contributions and challenges of key nursing pioneers and leaders in the evolution of the nursing profession.
• Determine how contemporary and historical legislation has directly and indirectly influenced nursing practice and the education of nurses.
• Describe the evolution of various types of nursing education programs as a response to changes in healthcare delivery.
• Analyze contributions of past and present nursing leaders to the evolution of the nursing profession.
• Analyze the role of the nurse as a thoughtful strategist based on how historical nursing leaders have molded the profession.

Preview the Project
If you have not already done so, you should preview the Project in Professional Roles and Values course and assessment. These are closely related to the Professional Roles and Values course and objective assessment. If you work on these two courses at the same time, you will be better prepared for the assessments in both courses.

The assessment for Project in Professional Roles and Values is available in Taskstream.

**The Evolution of Professional Nursing**

Read the following chapter in *Contemporary Nursing* prior to completing the Evolve module:

- [chapter 1 The Evolution of Professional Nursing](#)

Access the Evolve Contemporary Nursing online course and complete the following module. Be sure to access the additional activities, videos, and practice within the module.

- [module 1: The Evolution of Professional Nursing](#)

This module includes instructions for a paper on the topic of the life and times of two of nursing's most influential leaders: Florence Nightingale and Mary Seacole. You can keep a copy of this paper in your notebook for the course to help you to prepare for the assessment.

**Timeline**

In your notebook, create a timeline from 1750 until now.

- Identify several events that sculpted nursing into the profession it is today.
- Include at least 3 nurse leaders who contributed to that influence.
- Describe the impact each of these individuals had on the profession.

**Role of the Nurse**

This topic addresses the following competency:

- Competency 740.1.1: The Nursing Profession
  The graduate analyzes the historical and contemporary context of nursing practice.

This topic highlights the following objectives:

- Distinguish the nursing profession from an occupation.
- Explain why the title "nurse" must be reserved for individuals who have undergone training and licensure.
- Analyze how social obligation is an inherent part of the nursing profession.
- Analyze why the public continually regards nursing as a highly trusted profession.

**The Contemporary Image of Professional Nursing**

Read the following chapter in *Contemporary Nursing* prior to completing the Evolve module:
chapter 2 The Contemporary Image of Professional Nursing

Access the Evolve Contemporary Nursing online course and complete the following module. Be sure to access the additional activities, videos, and practice within the module.

module 2: The Contemporary Image of Professional Nursing

Reflection and Analysis

In your notebook, compare and contrast nursing roles from current times with the Florence Nightingale era.

- How has the role of nursing evolved in the last 200 years?
- What principle of the nursing role has remained fairly consistent over the years?
- Analyze how current and past events as well as social perspectives have affected the nursing profession. Give at least one example from the current era and at least one example from a past era.

Trends and Future Directions

Nurses are pulled in all directions. As the role of the nurse varies so do the factors that influence practice. As nursing looks toward the future, one must understand and be prepared to address how economics, politics, and society affect the care of patients. Nurses must understand the trends of healthcare and how this affects the future trends in both nursing and the healthcare environment.

This topic addresses the following competency:

- Competency 740.1.1: The Nursing Profession
  The graduate analyzes the historical and contemporary context of nursing practice.

This topic highlights the following objectives:

- Recognize the dynamic nature of economic, political, and sociocultural factors that influence nursing practice.
- Explain the need for nurses to provide culturally competent care in an increasingly diverse healthcare environment.
- Describe the evolution of professional challenges observed by nurses.
- Identify possible barriers to the development of standards that promote safe, quality patient care in multicultural settings.
- Analyze sociocultural factors that influence healthcare access, allocation of healthcare resources, and financing.
- Analyze the increasing use of complementary and alternative modalities of care by practicing nurses.
- Determine appropriate resources for keeping current on contemporary issues and trends that influence the practice of nursing.

Trend and Issues in Nursing Education
Read the following chapter in *Contemporary Nursing* prior to completing the Evolve module:

- **chapter 3** *The Influence of Contemporary Trends and Issues on Nursing Education*

Access the Evolve Contemporary Nursing online course and complete the following module. Be sure to access the additional activities, videos, and practice within the module.

- **module 3**: *The Influence of Contemporary Trends and Issues on Nursing Education*

**Cultural Competency**

Read the following chapter in *Contemporary Nursing* prior to completing the Evolve module:

- **chapter 10** *Cultural Competency and Social Issues in Nursing and Health Care*

Access the Evolve Contemporary Nursing online course and complete the following module. Be sure to access the additional activities, videos, and practice within the module.

- **module 10**: *Cultural Competency and Social Issues in Nursing and Health Care*

**Complementary and Alternative Healing**

Read the following chapter in *Contemporary Nursing* prior to completing the Evolve module:

- **chapter 11** *Complementary and Alternative Healing*

Access the Evolve Contemporary Nursing online course and complete the following module. Be sure to access the additional activities, videos, and practice within the module.

- **module 11**: *Complementary and Alternative Healing*

**The Future of Nursing Report**

Complete the following CE Direct course:

- **The Future of Nursing Report (60194)**

Complete the following items based on the information in the report:

- Identify one recommendation that relates to your current practice.
- Do you agree or disagree with the recommendation?
- Explain how this will change your practice in the future.

**Week 2: Theories and Models**

Theory guides practice. Nurses must understand how theory can be applied to healthcare delivery.

**Nursing Theories**

Theories can be overwhelming and one must understand the different classifications and criteria
for theory and theory development. Understanding the difference between theories and models will help nurses choose what is appropriate for their current practice setting. Theory comprehension is vital to contemporary nursing practice and moving the science forward.

This topic addresses the following competency:

- **Competency 740.1.2: Theories and Models**
  The graduate analyzes leading nursing theories and models as they apply to contemporary nursing practice.

This topic highlights the following objectives:

- Identify the necessary criteria of a theory.
- Recognize the various classifications of nursing theory.
- Recognize the effects of nursing theories on nursing practice.
- Differentiate between a nursing theory and a nursing model.
- Determine how a contemporary nursing theory applies to a practice environment.

**Theories of Nursing Practice**

Read the following chapter in *Contemporary Nursing* prior to completing the Evolve module:

- **chapter 5 Theories of Nursing Practice**

Access the Evolve Contemporary Nursing online course and complete the following module. Be sure to access the additional activities, videos, and practice within the module.

- **module 5: Theories of Nursing Practice**

**Nursing Theory at the Heart of Practice**

Complete the following CE Direct course:

- **Nursing Theory: At the Heart of Practice (CE632)**

Complete the following items based on your reading and the CE Direct module:

- Explain how you see theory in your current nursing practice.
- Do you identify with any particular theorist or model?

**Nursing Models**

Models can help describe nursing phenomena. This can help to guide research and practice. When the nurse uses sound theory to guide practice, it has a relation to clinical decision-making skills and nursing judgments, thus directly improving patient care.

This topic addresses the following competency:

- **Competency 740.1.2: Theories and Models**
The graduate analyzes leading nursing theories and models as they apply to contemporary nursing practice.

This topic highlights the following objectives:

- Recognize the purpose of models in describing nursing phenomena.
- Recognize the maturation process related to decision making and clinical nursing judgments according to Benner.
- Differentiate between the characteristics of various nursing theories and models (e.g., Benner’s model and Jean Watson’s theory of human caring).
- Analyze the application of Benner’s model to WGU’s conceptual model for nursing education.

Integration Into Practice

Read the following sections in *Contemporary Nursing* prior to completing the Evolve module:

- [chapter 6 Nursing Research and Evidence Based Practice](#)
- “From Novice to Expert” on page 504 of [chapter 24 Making the Transition from Student to Professional Nurse](#)

Nursing theory can be integrated into practice. The more nurses understand the process of integration, the better able they are to look at the care of a client, delivery of care, and the healthcare system from multiple angles.

Access the Evolve Contemporary Nursing online course and complete the following module. Be sure to access the additional activities, videos and practice within the module.

- [module 6: Nursing Research and Evidence Based Practice](#)

Week 3: Part 1: Ethics, Rights, and Issues

Nurses make ethical decisions every day in their practice setting. A strong understanding of ethical comportment and integrity helps the nurse to guide these decisions. In order to lead the healthcare team in a variety of settings, nurses must develop a theoretical knowledge of ethics in order to influence making the right decisions.

Foundations

The foundations of nursing ethics help nurses to approach problems using a set of principles. These principles are based on concepts drawn from society’s shared morality. Nurses need to understand not only ethical principles but also ethical principles from the nursing perspective. These principles will help guide decisions, patient care, and move the discipline forward.

This topic addresses the following competency:

- **Competency 740.1.3: Ethical Comportment and Integrity**
  The graduate analyzes nursing practice situations to promote ethical comportment and integrity using professional standards of practice and the code of ethics.
This topic highlights the following objectives:

- Identify basic concepts of human values that are essential for ethical decision making.
- Recognize essential nursing values and their importance to the nursing profession.
- Recognize how the nursing profession promotes social justice.
- Recognize the principles enumerated in the American Nurses Association (ANA) Code of Ethics for Nurses.
- Determine how the Patient Bill of Rights and advanced directives guide professional codes of ethics.
- Determine the role that personal values and morals play in ethical decision making.

**Ethical and Bioethical Issues**

Read the following chapter in *Contemporary Nursing* prior to completing the Evolve module:

- chapter 9 Ethical and Bioethical Issues in Nursing and Health Care

Access the Evolve Contemporary Nursing online course and complete the following module. Be sure to access the additional activities, videos and practice within the module.

- module 9: Ethical and Bioethical Issues in Nursing and Health Care

**Ethics in Practice**

Bioethical dilemmas and ethical challenges confront nurses daily. Nurses must use moral reasoning to guide their practice. By using an ethical framework, nurses can make tough decisions while understanding the implications to both the healthcare system and the patient.

This topic addresses the following competency:

- Competency 740.1.3: Ethical Comportment and Integrity
  The graduate analyzes nursing practice situations to promote ethical comportment and integrity using professional standards of practice and the code of ethics.

This topic highlights the following objectives:

- Recognize common bioethical dilemmas and ethical challenges encountered by nurses in clinical practice.
- Explain the options available to a nurse when confronted with the conflicts inherent in life and death situations.
- Identify the professional nurse’s role in preventing healthcare fraud for a given scenario.
- Apply an ethical framework to a nursing dilemma.
- Apply strategies for addressing non-scientific health practices and beliefs among patients in a given scenario.
- Analyze given circumstances that require the nurse to make ethical decisions.
- Analyze the implications of given ethical issues on the delivery of quality care.

**Health Policy**
Read the following chapter in *Contemporary Nursing* prior to completing the Evolve module:

- **chapter 23 Health Policy and Politics: Get Involved!**

Access the Evolve Contemporary Nursing online course and complete the following module *(Note that the module number is not the same as the chapter number.)*. Be sure to access the additional activities, videos, and practice within the module.

- **module 21: Health Policy and Politics**

**Everyday Ethics for Nurses**

Complete the following CE Direct course:

- **Everyday Ethics for Nurses (60097)**

**Ethics in Your Practice Setting**

Complete the following items based on your reading and the CE direct module:

- How does your current practice setting handle ethical issues?
- Do you have an ethics committee?
- Based on what you have learned describe the process how the ethics committee handles situations in a clinical setting.

**Week 3: Part 2: Professional Accountability**

Nurses have more than just accountability to the patients. Nurses have accountability to the profession. One must understand the responsibilities and accountability to patients’ rights, nurse practice acts, and regulatory agencies. In addition, nurses must understand how to educate themselves to prevent harm to their patients or to one another.

**Legal Foundations of Nursing**

Nurses must function within their scope of practice. The nurse should understand and work within their Nurse Practice Act. This includes knowing the principles of licensure, scope of practice and delegation.

This topic addresses the following competency:

- **Competency 740.1.4: Professional Accountability**
  The graduate analyzes the responsibility and accountability of the professional nurse.

This topic highlights the following objectives:

- Recognize the legal requirements and scope of practice outlined by the relevant state’s Nurse Practice Act (NPA).
- Identify actions of a nurse that could lead to legal action from a patient (e.g., assault, battery, defamation of character, false imprisonment, invasion of privacy, infliction of emotional distress).
- Explain the principles that govern the liability of an individual, manager, or organization.
- Differentiate between the requirements of nursing licensure and certification.
- Explain how the Nurse Licensure Compact regulates practice and licensure among multiple states.
- Compare the American Nurses Association (ANA) Guidelines for Professional Nursing Practice with individual states’ NPAs.
- Differentiate appropriate procedures for addressing NPA violations from the perspective of the nurse who identified the violation and the perspective of the regulatory agency.
- Determine appropriate procedures for reporting abuse in a given scenario.

**Nursing Licensure and Certification**

Read the following chapter in *Contemporary Nursing* prior to completing the Evolve module:

- [chapter 4 Nursing Licensure and Certification](#)

Access the Evolve Contemportary Nursing online course and complete the following module. Be sure to access the additional activities, videos, and practice within the module.

- [module 4: Nursing Licensure and Certification](#)

**Legal Issues in Nursing and Healthcare**

Read the following chapter in *Contemporary Nursing* prior to completing the Evolve module:

- [chapter 8 Legal Issues in Nursing and Health Care](#)

Access the Evolve Contemporary Nursing online course and complete the following module. Be sure to access the additional activities, videos and practice within the module.

- [module 8: Legal Issues in Nursing and Health Care](#)

**Know Your Nurse Practice Act**

Complete the following CE Direct course:

- [Protect Yourself: Know Your Nurse Practice Act](#)

**Professional Responsibility**

This topic addresses the following competency:

- Competency 740.1.4: Professional Accountability
  
  The graduate analyzes the responsibility and accountability of the professional nurse.

This topic highlights the following objectives:

- Recognize the nurse’s responsibilities related to continued competence in practice.
- Recognize the nurse’s responsibility to report unethical, illegal, or unsafe practices in the healthcare environment.
• Analyze common reasons for not disclosing errors or mistakes.

**Professional Responsibility**

As you read the listed material below, focus on the following key points:

• nurse responsibility in continued competence in practice
• nurse responsibility in reporting unethical, illegal, or unsafe practices
• reasons nurses may not disclose errors of mistakes in practice

Review the following chapter in *Contemporary Nursing*:

• chapter 8 Legal Issues in Nursing and Health Care

**Duties of the Nurse**

Safety, prudence, accountability, integrity, and holistic care are all aspects of a nursing code of conduct.

For this activity identify the nature of your state’s Good Samaritan law. What, if any, duty does the nurse have to help victims? What protections does the law afford the nurse? Are there exceptions? Share your findings in the discussion area. Are all state’s the same?

**How Medical Error Affects Patient Safety**

Review the following articles regarding the Just Culture concept:

• Just Culture
• Patient Safety and the Just Culture

Watch the following videos regarding culture and medical errors:

*Just Culture: Evaluating Behavioral Choices*

*Selective Attention Test*

Answer the following questions:

• How does this relate to your current practice setting?
• How do you report unsafe practices in your current practice setting?
• Do you have a culture that you feel comfortable reporting issues?
• How would you integrate a just culture in your current practice setting?

**Delegation**

Nursing is a collaborative effort. In order to achieve effective patient care, the nurse must learn when and where to delegate appropriate tasks. Based on the NPA, level of practice, and state regulations the nurse must be able to identify and to appropriately delegate to provide quality
patient care.

This topic addresses the following competency:

- Competency 740.1.4: Professional Accountability
  The graduate analyzes the responsibility and accountability of the professional nurse.

This topic highlights the following objectives:

- Recognize the essential requirements for safe and effective delegation.
- Explain how principles of delegation and supervision in professional nursing practice help ensure safe and legal patient care.
- Determine the impact that changes in the healthcare system have on nurse staffing patterns and responsibilities in a given scenario.
- Analyze the nurse’s responsibility related to delegation for a given scenario.

**Leadership in Nursing**

Read the following chapter in *Contemporary Nursing*:

- Chapter 19 Effective Delegation and Supervision

Complete the following CE Direct course:

- Learning to Lead: From Staff Nurse to Charge Nurse

**Delegation and Supervision**

Watch the following video from NCSBN:

- Delegating Effectively Video

Prior to watching the video, go to your state board of nursing website. Look up the standards for delegating to unlicensed personal. Then watch the video and answer the following questions.

1. What are key tenants of delegation?
2. What surprised you about the standards in your state for delegating?
3. Did you learn anything that could change your current standard of practice?
4. How would you inform your current practice setting about the standards of delegation?

**Patient Rights**

Patients have a right to safe, competent care. Nurses are often the gatekeepers to ensure that patients' rights are not only addressed but also enforced. It is imperative that nurses understand the link between patients' rights and quality patient care in the healthcare environment.

This topic addresses the following competency:

- Competency 740.1.4: Professional Accountability
The graduate analyzes the responsibility and accountability of the professional nurse.

This topic highlights the following objectives:

- Explain the impact of the principles of altruism, autonomy, human dignity, and integrity on patient care.
- Explain the impact of attitudes, values, and expectations on care of vulnerable populations.
- Describe the nurse’s role in protecting patient privacy and confidentiality.
- Determine how the nurse promotes social justice in a given situation.

**Patient Rights**

Review the following section in *Contemporary Nursing*:

- “The Law and Patient Rights” starting on page 179 of *chapter 8 Legal Issues in Nursing and Health Care*

The following web page lists HealthCare.gov's patient's bill of rights based on the Affordable Care Act:

- **Patient's Bill of Rights**

Review the new guidelines for the patient’s bill of rights. There are hyperlinks built in the bill of rights. Click at least three and see where they take you. Explore the changes the Affordable Care Act describes for patients.

Once you have finished exploring the bill of rights, answer the following questions.

1. How does the nurse ensure autonomy to clients with these new rights?
2. Do these rights promote social justice? If so, explain why.
3. Determine how these rights impact clients in vulnerable situations. Do you think these rights are plausible?
4. Can you explain these rights to your colleagues in your current practice setting? How would you implement them into practice?

**Week 4: Part 1: Self-Advocacy of the Nurse**

Nurses must understand and identify their uniqueness, their sense of self, and how this interacts with the care they give to clients. Once nurses can identify their sense of self, they are then able to move forward and become advocates for themselves as well as the client. Nurses must learn to care for themselves first. Having a high level of self-awareness leads to better advocacy not only for their clients but also for their individual practice.

**Self-Awareness**

Self-awareness is driven by one's sense of self. The sense of self is built from self-actualization, a consciousness of self and others, self-esteem, spirituality, and a need to belong. All of these tenets help to raise self-awareness and increase an individual’s ability to interact with others in
a comfortable confident manner.

This topic addresses the following competency:

- **Competency 740.1.5: Self-Advocacy of the Nurse**
  The graduate integrates strategies of self-awareness and self-care into professional practice to ensure personal health and well-being.

This topic highlights the following objectives:

- Recognize the influence of positive and negative personal beliefs on professional practice.
- Identify common stressors that affect the professional practice of nurses.
- Identify early and late signs of burnout.
- Determine possible impact of burnout on patients, coworkers, and self.
- Compare stressors inside and outside the workplace.
- Differentiate between compassion, fatigue, and burnout.
- Explain the importance of respecting the beliefs and values of others as a critical component of nursing practice.
- Recognize signs of common stressors affecting nurses in a given scenario.
- Evaluate the health and well-being of a given individual based on reactions to common stressors.

**Promoting Self-Awareness**

Read the following article:

- [Promoting Self-Awareness in Nurses to Improve Nursing Practice](#)

Read the following chapters in *Contemporary Nursing*:

- [chapter 12 Workforce Advocacy and the Nursing Shortage](#)
- [chapter 24 Making the Transition from Student to Professional Nurse](#)

**Self-Care**

Nurses are excellent care providers. It is important that nurses understand their first priority of care; themselves. Often this is neglected and nurses put their own well-being to the side. Nurses who can put their self-care first provide quality care to their clients and have a lower burnout rate.

This topic addresses the following competency:

- Competency 740.1.5: Self-Advocacy of the Nurse
  The graduate integrates strategies of self-awareness and self-care into professional practice to ensure personal health and well-being.

This topic highlights the following objectives:
- Identify time management strategies that contribute to health and work/life balance.
- Identify positive communication techniques that can be used in conflict situations.
- Select appropriate strategies to promote personal health and well-being.
- Recommend appropriate steps to address anxiety, distraction, poor time management, and miscommunication observed in a given scenario.

**Self Care in the Nursing Profession**

Complete the following CE Direct course:

- **Fizzling Out? Recognizing Compassion Fatigue and Burnout**

Keep a log for 24 hours. In this log record every activity that you would consider to be a "self-care" activity. These activities include exercise, eating a meal on time, appropriate bathroom breaks, etc. Then review that log.

1. Were you surprised at what you found?
2. Reflect on the reasons you did not care for yourself in a 24-hour period.
3. What were two self-care activities you could implement into your daily life?
4. Set two realistic goals for implementing self-care into your current daily routine.

**Week 4: Part 2: The Professional Nurse**

The title of "professional nurse" is more than just a title. It becomes the way nurses interact with their environment. The way nurses carry themselves affects their practices and the decisions they make.

**Professionalism**

The nurse must understand the tenets of professionalism. In order to function in a multidisciplinary setting with different personalities, nurses need professionalism to help them improve patient care and nursing practice.

This topic addresses the following competency:

- **Competency 740.1.6: The Professional Nurse**

  The graduate integrates knowledge, skills, and attitudes of the nursing profession into personal and professional interactions and decision making.

This topic highlights the following objectives:

- Identify the role of civility as a core component of professionalism.
- Recognize key characteristics of what it means to be a professional nurse.
- Identify strategies for the professional nurse to promote the image of nursing.
- Explain why caring is a central concept to professional nursing practice.
- Explain the obligations of a professional nurse to participate in efforts to improve patient care, nursing practice, and the work environment.
- Select appropriate roles and values of nursing that can inform a personal nursing philosophy.
• Evaluate the influence of traditional media, social media, and popular culture on the image of the nursing profession.

**Professionalism in Nursing: Maintaining a Civil Workplace**

Read the following chapter in *Contemporary Nursing* prior to completing the Evolve module:

• [chapter 18 Effective Communication and Conflict Resolution](#)

Access the Evolve Contemporary Nursing online course and complete the following module. Be sure to access the additional activities, videos, and practice within the module.

• [module 17: Effective Communication and Conflict Resolution](#)

Watch the following video about civility in the workplace:

• [CREW](#)

Complete the following items based on the information in the video:

• Define CREW.
• How would you translate this into your practice setting?
• What are the benefits of health community when providing client care?

**Image of Nursing**

Complete the following CE Direct course:

• [Do You Reflect a Positive Image of Nursing?](#)

**Professional Organizations**

Nurses must understand national standards for practice. Professional organizations help the nurse recognize the best practices and standards for specific specialties. These organizations also provide a voice for nursing to promote change in the practice and educational arena.

This topic addresses the following competency:

• Competency 740.1.6: The Professional Nurse
  The graduate integrates knowledge, skills, and attitudes of the nursing profession into personal and professional interactions and decision making.

This topic highlights the following objectives:

• Identify a professional nursing organization and its purpose.
• Identify potential deterrents to nurses joining professional nursing organizations.
• Recognize how nursing organizations provide a voice for nursing in the political arena.
• Explain the roles of professional organizations in developing and maintaining national standards of care.
• Evaluate the impact of standards of care on patient outcomes.

Professional Organizations

Review the following web page:

• Professional Organizations

Conduct an internet search and explore different nursing organizations. Choose 2 or 3 professional organizations that you would like to know more about (selection may include organizations where you are already have membership). Now look up your state-based organization (like California Nurses’ Association). Do you see any similarities? How could you see integration between both organizations to provide professional nursing standards?

• Visit each individual professional organization online. Explore the site, including (when available) site mission, benefits to membership, networking capabilities, career exploration, scholarship, journal availability, and more.
• As you examine the professional organizations, evaluate (then respond to) the following items:
  ○ Analyze the benefits of belonging to a professional organization.
  ○ Describe how professional organizations keep members informed of current trends and advances in practice.
  ○ Locate programs (educational, informative, continuing education) offered by these organizations.
    ■ Are these programs free?
    ■ If not, is the cost diminished with membership?
    ■ Explain how these programs are beneficial to the nursing profession.
  ○ Does the professional organization facilitate networking and communication among members?
  ○ Relate how networking with other nurses can improve your own professionalism.
  ○ Specific to (though not limited to) state nurses’ associations, outline political and economic benefits for membership. For example, nursing members of California Nurses’ Association have rallied for legislation limiting and/or eradicating mandatory overtime.

Professional Development

Nurses never stop learning and growing in their discipline. Professional development ensures nurses understand the most current trends and standards in a specific specialty. Nurses must develop a lifelong plan for professional development and growth.

This topic addresses the following competency:

• Competency 740.1.6: The Professional Nurse
  The graduate integrates knowledge, skills, and attitudes of the nursing profession into personal and professional interactions and decision making.

This topic highlights the following objectives:
• Identify strategies for personal and professional development.
• Compare differences between novice and advanced beginners in professional nursing practice.
• Determine the function of professional organizations in advancing career development.
• Recommend appropriate resources for development of a personal strategic career plan.

**Developing as a Professional Nurse**

As you read the listed material below, focus on the following key points:

• strategies for professional development
• differences between professional nurses at different levels
• function of professional organizations
• resources for personal and professional development

Review the following chapter in *Contemporary Nursing*:

• chapter 24 Making the Transition from Student to Professional Nurse

**Professional Development**

Choose a professional organization based on your current practice. Review the mission and vision.

• Do these align with your current vision for your practice?
• What are the current requirements for certification from this organization?
• Do you meet these requirements?
• How many continuing education units (CEs) does this organization deliver?
• Are they relevant to practice?
• Explain, based on your reading, why certification in a specialty is important to the nursing discipline.
• Develop a plan to speak to your colleagues about the importance of certification. What key points would you address?

**Week 5: Scientist, Detective, & Manager**

Explore how the roles of the nurse define professional practice.

**Scientist**

The professional nurse understands how nursing is based on sound scientific principles. These principles guide theory development, which leads to the development of new nursing knowledge. Understanding this process helps the professional nurse understand and influence practice.

This topic addresses the following competency:

• **Competency 740.1.7: Roles of the Nurse (WGU)**
  The graduate analyzes the roles of the nurse as a scientist, a detective, and a manager of the healing environment.
This topic highlights the following objectives:

- Identify the principles of evidence that guide clinical practice.
- Recognize the importance of nursing science to the promotion of positive outcomes.
- Recognize the role of scientific inquiry in the formation of evidence-based decisions.
- Explain how scientific knowledge is disseminated in order to influence practice.
- Analyze ethical implications in the pursuit of scientific knowledge.

**WGU Nursing Program Conceptual Model**

Review WGU’s conceptual model of nursing:

- [Conceptual Model, Nursing Programs: Journey to Well-Being](#)

**Role of the Scientist**

Read the following article:

- [The Idea of Nursing Science](#)

Watch the following videos about the nurse as the scientist:

*Note: To download this video, right-click the following link and choose “Save as…”: [download video](#).*

*Note: To download this video, right-click the following link and choose “Save as…”: [download video](#).*

Answer the following questions:

- Based on what you just read and watched, how would you define the nurse scientist?
- Do you consider yourself a scientist?
- Do you see issues in your current practice setting that you could change using a scientific method? In other words, could you put research into action?

**Translating Caring Theory Into Practice**

Read the following article:

- [Translating Caring Theory into Practice](#)

From the information in this article, complete the following items:

- Identify the role of the scientist.
- What activities did the nurse do that lead you to believe he or she was the scientist?
- How did this role change the healthcare environment?
- How do you see the professional nurse as the scientist in this article?
Based on what you read, how could you assist your organization with translating theory into practice?

**Detective**

The professional nurse must learn to function as a detective. By utilizing the role of the detective, the professional nurse can evaluate client care, policies, and initiatives that may affect patient outcomes.

This topic addresses the following competency:

- Competency 740.1.7: Roles of the Nurse (WGU)
  The graduate analyzes the roles of the nurse as a scientist, a detective, and a manager of the healing environment.

This topic highlights the following objectives:

- Identify strategies for detecting subtle changes and deviations from expected patterns in patients’ conditions.
- Explain the nurse’s role in pursuing information and details beyond the obvious and superficial to detect the underlying issues of patient problems.
- Explain the nurse’s role in detecting changes in policies and initiatives that will impact the health of individuals, families, and communities.
- Explain how the nursing process supports the role of the nurse detective.
- Analyze the importance of data in guiding improvement of patient outcomes.

**Role of Detective**

Please view the following videos:

*Note: To download this video, right-click the following link and choose "Save as...":* [download video](#).

*Note: To download this video, right-click the following link and choose "Save as...":* [download video](#).

*Note: To download this video, right-click the following link and choose "Save as...":* [download video](#).

Then read the following article:
The goal of the nurse as the detective is to evaluate client care and policies and initiatives that may affect patient outcomes. You were assigned videos and an article to read. Summarize your understanding of the detective role based on what you just learned, and answer the following questions:

1. Link your current practice as a detective. Give specific examples of your role in pursuing information to change clients' outcomes.
2. Did you learn anything that could change or alter the way you look at your current practice?
3. What is one strategy you could use in your current practice setting?

Manager of the Healing Environment
The professional nurse is the leader in understanding the trends in healthcare. In order to manage the environment to improve outcomes and patient care, the nurse must understand current standards and scope of practice issues.

This topic addresses the following competency:

- Competency 740.1.7: Roles of the Nurse (WGU)
  The graduate analyzes the roles of the nurse as a scientist, a detective, and a manager of the healing environment.

This topic highlights the following objectives:

- Identify key elements of a healing environment.
- Recognize the nurse's role in creating a healing environment.
- Explain the impact of current trends and constraints on nursing practice.
- Determine key factors that influence a healing environment in a given scenario.
- Analyze the nurse's role in leading change that improves the delivery of patient care.

Optimal Healing Environments
Nurses are the managers of the healing environment. This role is much broader than just the client environment, and it extends far beyond to the worksite environment. Current trends are looking at how nurses practice in a cohesive, supportive engaging environment with one another. Nurses need to start conversations about creating an environment that does not tolerate lateral violence.

Read the following articles on lateral violence:

- Creating Workplace Environments that Support Moral Courage
- The Informal Power of Nurses for Promoting Patient Care

Watch the following video on lateral violence:
Note: To download this video, right-click the following link and choose "Save as...": [download video].

Answer the following questions:

1. Have you experienced lateral violence in your current practice setting?
2. Have you participated in lateral violence in your current practice setting?
3. How does lateral violence affect nursing care and the healthcare environment for both nurses and patients?
4. Identify three strategies to combat lateral violence in your current practice setting.

Pulling It All Together

Write a reflection about the three roles combined. As you move into the role of a professional nurse, how do you see yourself as the scientist, detective, and manager of the healthcare environment? Use the above mentioned articles or videos to guide your writing. This is a powerful exercise, as you will start to see your view on nursing and patient care shift as your perceptions change.

Week 6: Part 1: An Evolving Discipline

Nurses work with multiple disciplines daily. Patient care is multifaceted, and to provide the best outcomes nurses must learn to work with an interprofessional approach. As nurses become team leaders and promote group activity, they must lead with confidence and understand group dynamics.

Nursing as an Evolving Discipline

Nursing is evolving as a discipline. Practice settings are changing and nurses must do more with less. The nurse is found in nontraditional environments and working with a variety of individuals. In order for the discipline to move forward, nurses must understand the various specialties that occur outside the acute care setting.

This topic addresses the following competency:

- **Competency 740.1.8: Interprofessional Practices**
  The graduate analyzes the impact of evolutions in the field of nursing and in the roles of other care providers on interprofessional practice.

This topic highlights the following objectives:

- Identify factors that are changing the roles of nurses in healthcare.
- Distinguish among common traditional nursing careers.
- Explain the responsibilities and education requirements of newer, specialized nursing roles (e.g., informatics, hospice, forensics, quality manager).
- Explain the characteristics of licensure and practice unique to advanced practice nurses.
- Analyze the impact of various specialized nursing roles on the perception of nursing by other professions and the public.
• Analyze the impact of advanced practice nurses on interprofessional practice and patient care outcomes.

Nursing Careers

Read the following chapters in *Contemporary Nursing*:

- chapter 20 Staffing and Nursing Care Delivery Models
- chapter 26 Contemporary Nursing Roles and Career Opportunities

Evolving Your Professional Practices

Conduct a search to explore different nursing philosophies. You may want to reflect on what you learned throughout this course. Start to develop your philosophy of nursing. Explain how this fits into nursing practice and how you choose to develop a lifelong professional practice. This activity will help you prepare for the project assigned to this course.

Interprofessional Team Practice

The nurse must function in groups. Client care is provided in a multidisciplinary manner. The nurse must learn to function with diverse partners and in a collaborative practice.

This topic addresses the following competency:

- Competency 740.1.8: Interprofessional Practices
  The graduate analyzes the impact of evolutions in the field of nursing and in the roles of other care providers on interprofessional practice.

This topic highlights the following objectives:

- Identify the responsibilities and roles of other care providers on an interprofessional team.
- Identify strategies to engage other health professionals in shared patient-centered problem solving.
- Describe the importance of mutual respect in interprofessional teams.
- Describe the ethical responsibilities of interprofessional team members in maintaining patient confidentiality and privacy.
- Analyze strategies to improve individual and interprofessional team performance.
- Analyze the contributions of diverse nursing roles on collaborative practice.

Working With an Interprofessional Team

Complete the following CE Direct course. Be sure to select the correct number to correspond with the nurse’s role.

- Working with in an Interprofessional Team (CE90-60)

Watch the following videos:
Describe the Interprofessional team at your current practice setting.

- How does this team function?
- If you were the charge nurse, make two suggestions with proposed implementation strategies to help your team function more effectively.

**Week 6: Part 2: Healthcare Work Environment**

The nurse must understand how each healthcare environment is unique. Each organization has a defined mission and vision to guide their environment. Nurses must learn this mission and vision and align their practice accordingly.

**Values and Beliefs**

The nurse must understand the difference between vision, mission, philosophies and values within a healthcare organization. In addition, you must understand how the purpose of the organization is defined and driven by the mission and vision.

This topic addresses the following competency:

- **Competency 740.1.9: Healthcare Work Environment**
  The graduate evaluates how the vision, values, mission, and philosophy of an organization align with an individual's professional values and beliefs.

This topic highlights the following objectives:

- Differentiate among the purposes of organizational mission statements, vision statements, philosophies, and values.
- Analyze the connection between organizational structure and values in a given scenario.
- Determine how personal values and beliefs guide professional practice and career decisions.
- Evaluate the alignment of organizational values and professional values in a given scenario.

**Organizational Mission, Vision, and Values**

Conduct an Internet search of three healthcare organizations. Look up their mission, vision, and values.

- Do you notice any similarities?
- Are there any differences?
- What are the key themes you notice?
Now look up the mission, vision, and values of your current place of employment.

- How well do these align with your philosophy of nursing?
- Do you see the vision and mission guiding the purpose of the organization? How? If not, why?

**Work Environment**

Nurses must be savvy when choosing a work environment. It is important to make sure that the mission, vision, and values align with the nurse’s. Nurses should explore more than just salary or specialty of nursing. Nurses must look at how the interprofessional practices occur on the unit, the decision-making processes, and opportunities for continuing education.

This topic addresses the following competency:

- Competency 740.1.9: Healthcare Work Environment
  The graduate evaluates how the vision, values, mission, and philosophy of an organization align with an individual’s professional values and beliefs.

This topic highlights the following objectives:

- Identify key elements to consider when selecting a work environment.
- Explain the impact of unions on workplace issues in the nursing profession.
- Identify the characteristics of a positive work environment.
- Recognize the importance of interprofessional collegiality.
- Determine possible influences of the healthcare setting on professional role development.
- Evaluate how organizational structure promotes nursing leadership, decision making, and professional development in a given scenario.

**Workplace Advocacy**

Review the following chapter in *Contemporary Nursing* prior to completing the Evolve modules:

- chapter 12 Workforce Advocacy and the Nursing Shortage

Access the Evolve Contemporary Nursing online course and complete the following modules. Be sure to access the additional activities, videos, and practice within the module.

- module 12: Workforce Advocacy and the Nursing Shortage
- module 18: Effective Delegation and Supervision

**Advocacy in the Workplace**

Recall your reading in module 12: Workforce Advocacy and the Nursing Shortage, and module 17: Effective Communication and Conflict Resolution.

- Describe your current practice setting's vision, values, mission and/or philosophy.
- How does that fit with your personal philosophy of nursing?
• Are they aligned?

**Student Support**

WGU values your input! Please submit any feedback you have using the following form:

[Course Feedback]

Access the WGU Library 24 hours a day, 7 days a week:

[WGU Library]

Visit the Student Success Center to access a variety of topics that will help you succeed at WGU:

[Student Success Center]

Contact the Center for Writing Excellence (CWE) for help with any part of the writing or revision process:

[WGU Writing Center]