This course supports the assessment for SMT2. The course covers 3 competencies and represents 2 competency units.

Introduction

Overview
The plight of nursing in its journey to find professional status is dependent upon the actions of individual nurses. For nursing to attain professional stature and power, individual nurses must accept the invitation to accountability and responsibility inherent in professional practice. The Master's prepared nurse has a significant role in raising the status of professional nursing through their role in the organization, personal dedication to continued education, and influence on the image of nurses often influenced by personal values and beliefs.

In this course you will gain an understanding of your role as a Master's prepared nurse within an organization and within the profession, and you will consider how your own values and beliefs support your transition to the role of Master's prepared nurse.

Watch the following video for an introduction to this course:

Competencies
This course provides guidance to help you demonstrate the following 3 competencies:

- **Competency 713.1.1 : Nursing Roles Within Organizations**
  The graduate can effectively function within an organization.

- **Competency 713.1.2 : Nursing Roles Within the Profession**
  The graduate can contribute to the visibility, growth, and quality of the nursing profession.

- **Competency 713.1.3 : Nursing Values**
  The graduate understands professional values and beliefs that provide a framework for nursing practice.

Nursing Dispositions Statement
Please review the [Statement of Nursing Dispositions](#).

Course Instructor Assistance
As you prepare to successfully 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, so you are welcome 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 Learning Resources**

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.

**Cengage E-Texts**

The following textbooks are available to you as e-texts within this course. You will be directly linked to the specific readings required within the activities that follow.


*Note: These e-texts are available to you as part of your program tuition and fees, but you may purchase hard copies 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.*

**CE Direct**

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

**Additional Preparation**

**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](#)

**Nursing Role Development**

Nursing leaders need to have knowledge about roles and responsibilities and professional values in order to contribute to the visibility, growth, and quality of the nursing profession. In this course you will be introduced to the major concepts and issues related to nursing roles within
organizations, the nursing profession, and nursing values.

**Role Changes**

There are nurses with advanced Education who are “advance practice nurses.” The role of these ‘advanced practice nurses’ is a protected title under the state law. Although a nurse might be performing in a nurse leader role, the nurse may not be considered an “advanced practice nurse” unless meeting the criteria for such title protection under the law.

This topic addresses the following competencies:

- **Competency 713.1.1 : Nursing Roles Within Organizations**
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  The graduate understands professional values and beliefs that provide a framework for nursing practice.

**Initial Concept Map**

Construct a concept map to describe what you know about advanced practice nursing and advanced practice nurses.

**Advanced Practice Nursing Roles**

Access your state nursing laws and describe what are considered advanced practice nurses. Is the title “advanced practice nurse” protected in your state? Which advanced practice roles are protected, in any are (e.g., certified nurse-midwife, etc.)? Now differentiate between the APN and other nurses who are practicing in leadership roles who might have advanced nursing education but are not protected under the title protection as an APN. What are they doing that would be considered advanced nursing practice?

Interview an APN and a nurse practicing in advanced nursing practice such as a Master’s Prepared Nurse.

- What is the role of the Advance Practice Nurse?
- What is the difference between the Clinical Nurse Specialist and the Nurse Practitioner role?

Access the following websites:

- [American Association of Critical Care Nurses](#)
- [ARPN Consensus Model](#)

A PowerPoint can be located at:

- [Nursing World](#)
Add this information to your concept map.

Use the internet to further investigate the many roles that nurses engage in. Add to your concept map.

Differentiate between advanced generalist nursing roles and the advanced practice nurses’ role. Research the following items:

- advanced practice nurse's role as a collaborator
- advanced practice nurse's role as a clinician
- advanced practice nurse's role as a consumer advocate
- advanced practice nurse's role as a manager of systems.
- advanced practice nurse's role as a consultant
- advance practice nurse's role as a change agent
- advanced practice nurse's role in improving healthcare delivery and outcomes

Find out information about the following roles:

- nurse educator
- nurse executive
- genetic nurse specialist
- certified nurse midwife
- nurse anesthetist

Watch the following video for more information about the definitions, roles, and responsibilities of advanced practice:

- Roles Task Webinar

**Improving Nursing's Image**

Choose one strategy that you can implement to improve nursing's image, implement it, and share the results in the message board. Investigate these other roles for the advance practice nurse:

- role model
- advocate
- member of professional organization
- leader
- continued competence

How are they different for the advance practice nurse than for the advanced generalist? Discuss your findings in the message board

**Final Concept Map and Reflection**

Modify your initial concept map to reflect your perceptions of the role of advanced practice nursing and differentiate between the roles of:
• certified nurse-midwife
• nurse anesthetist
• nurse practitioner
• clinical nurse specialist

Consider the following:

• Why are these roles important in our society? How can they best be utilized?
• How does the preparation of the advance practice nurse differ from the other roles of the MSN-prepared nurse?
• What are effective communication strategies for interacting with other healthcare professionals?
• What strategies work to improve collaborative interdependent relationships?

Nursing Roles Within the Organization

The intent of this section is to explore issues related to nurses’ relationships within the health care delivery system and potential conflicts that nurses face in the professional realm. Nurses frequently divide their attention between giving the quality patient care that is their professional imperative and dealing with problems among providers and within the institutional system. In order to deal effectively with conflicting loyalties, nurses must be able to examine their own values, identify and prioritize conflicting obligations, and make decisions based on both practical and moral considerations. Nurses need to develop morally sound skills in negotiation and conflict resolution in order to ensure that solutions to conflicts affirm each person as a moral agent, honoring her or his uniqueness and value. Whenever there is a conflict of loyalty, nurses need to remember that their primary obligation is to the patient. When seeking solutions concerning conflicting obligations, nurses must honor personal values and beliefs as well as professional codes of ethics.

This topic addresses the following competencies:

• Competency 713.1.1 : Nursing Roles Within Organizations
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Advance Nursing Roles in the Organization

Complete the following CE Direct modules:

• Emerging Roles and Models of Care: How to Affect Change at the Bedside
• APRN Scope of Practice: What Are the Opportunities and the Challenges?

After completing the CE Direct module, create notes on what your role will be within an
organization as a Master’s prepared WGU nurse (this is your vision). Include how you will exemplify the role of researcher, collaborator, and clinician, and consumer advocate, manager of systems, consultant, and change agent. Also consider how you could improve health care delivery and outcomes.

**Professional Relationship Issues**

Read the following chapter in *Ethics and Issues in Contemporary Nursing*:

- *chapter 9 (“Professional Relationship Issues”)*

**Court Cases**

Explore the following website:

- **U.S. Equal Employment Opportunity Commission**

Identify three recent court cases involving discrimination or harassment.

Go to the message board and report the court overview and decisions including what role the Master’s prepared nurse should have fulfilled in the situation.

**Message Board**

Go to the message board and discuss potential problems in the professional realm that fall into each of these categories:

- conflict of obligation
- conflicts of principle
- practical dilemmas
- conflicts of loyalty

Provide one solution for each problem listed.

Complete the following CE Direct module:

- **Surviving and Thriving with Conflict on the Job**

**Critical Reflection Exercise**

Complete the following critical reflection exercise and post your response to the message board.

Many issues, such as loyalty, racism, quality of care, and discrimination emerge in the following case study. Discuss issues and factors you would consider in developing solutions and approaches for dealing with identified problems, including conquering conflict.

- There has been noticeable tension among staff from three racial/ethnic groups working on the same unit. There is a power play between the nurse manager and her assistant, who was passed over for the management position even though she was more qualified. (They are from different racial/ethnic backgrounds.) You have observed the nurse
manager being unfair to one of your colleagues, giving her the most difficult assignments and least desirable shifts and denying her requests for days off, citing “staffing shortages.” The assistant nurse manager feels threatened by your colleague’s popularity with patients and has given her very little support. Your colleague is an excellent nurse, and you believe the nurse manager discriminates against her because of her racial/ethnic background. Other nurses who work on the same unit have decided to “look the other way” to avoid getting involved.

Nursing Roles within the Profession
Nurses need to be aware that ethics is a commonly cited criterion for judging the professional status of an occupation; thus, the study of ethics must include a discussion of nursing’s professional status. This section examines the meaning and historical context of the term professional and the continuing debate about whether nursing is a profession. Some scholars believe that the original methods of determining professional status were flawed by a cultural background of sexism, racism, and elitism. Although this debate will continue, there are a number of traits of professional groups that are commonly cited. Nurses need to understand how a system or code of ethics and the characteristics of expertise, autonomy, accountability, authority, and unity relate to nursing’s status as a profession.

This topic addresses the following competencies:

- **Competency 713.1.1 : Nursing Roles Within Organizations**
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Advance Nursing Roles in the Profession

Read the following article:

"The Future of Nursing: Focus on Education"

Professional Issues

Read the following chapter in *Ethics and Issues in Contemporary Nursing*:

- **chapter 8 ("Professional Issues")**

Critical Reflection Exercise

Complete the following critical reflection exercise and post your response to the message board.

Write a one-page paper entitled, “To Whom Are Nurses Accountable?” based upon the following scenario: A Master’s prepared nurse is employed by a regional medical center. Her duties are to perform histories and physicals, write pre-operative orders, and order and interpret
pre-operative lab studies on patients admitted to short-stay surgery. The hospital provides this service to surgeons who choose to participate. The nurse must know the usual pre-operative regimen of each participating surgeon.

Consider the following points:

1. Accountability as related to ethics
2. For which entities is the nurse accountable? The patient, society, the hospital, the physician? Others?
3. Using the Code of Ethics for Nurses prioritize your accountability and provide rationale

Return to the message board and describe your vision of your role within the profession as an advocate for the nursing profession, professional activities you will engage in, your plan for continued competence, and ways you will provide leadership and role modeling to raise up the image of nursing within the profession itself.

**Nursing Values**

The intent of this section is to encourage you to develop greater awareness of personal values and how these values are acquired. By becoming more cognizant of how you have learned and integrated your own values, you can make more conscious choices surrounding these values. Self-awareness is necessary for those who wish to be able to deal effectively with the many ethical and other issues facing contemporary nurses. By being aware of what prompts personal reactions and responses in a situation, a nurse can better appreciate similarities and differences in the reactions and responses of others. Such awareness opens greater possibility of finding common ground, of accepting rather than judging others for their choices, and of appreciating that another choice may be prompted by values different from one’s own. Values awareness can also alert the nurse to situations in which differences between personal values and those of others (both individuals and institutions) are so great that personal integrity requires detaching oneself from the situation.

This topic addresses the following competencies:

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**Values Clarification**

Read the following chapter in *Ethics and Issues in Contemporary Nursing*:

- **chapter 4 ("Values Clarification")**
Reflect on “how have your values developed”?

Go to the message board and briefly write your summary reflection. Discuss your response with one other student, noting similarities and differences.

**Journal for Values Awareness**

Develop a journal for one week, addressing the following points:

- personal values evident in encounters with patients, friends, teachers, and others
- your thoughts and feelings about these encounters
- how each value developed and affected these encounters
- value differences that may have contributed to conflict or misunderstanding
- how your new insights may alter future encounters

**Critical Reflection Exercise**

Consider a belief or ideal that you held when you were a child but which you no longer hold. This belief may be as simple as believing in the tooth fairy or it may relate to cultural, religious, family, or societal ideals. Based on your knowledge of the valuing process, describe how you acquired this value as a child and how you came to let go of this belief.

Post your summary to the message board.

Complete the following CE Direct modules:

- Do You Reflect a Positive Image of Nursing?
- Nursing Professional Development: Responsibility or Directive?

**Values Development**

The intent of this section is to provide you with an overview of current theories and models of moral development. You will take an honest look at yourself relative to the tendency toward the ethic of care or ethic of justice, and will identify which phase of moral development best fits you at the present time. You will recognize that theories are proposed explanations for a class of phenomena that may not be totally accurate, yet shed light on the truth. With such awareness, you can be alert for potential bias in these theories, particularly regarding gender and culture. Acknowledging these limitations, you will recognize that individuals, actions, and decisions are influenced by a person’s level of moral development.

This topic addresses the following competencies:

- **Competency 713.1.1 : Nursing Roles Within Organizations**
  The graduate can effectively function within an organization.
- **Competency 713.1.2 : Nursing Roles Within the Profession**
  The graduate can contribute to the visibility, growth, and quality of the nursing profession.
- **Competency 713.1.3 : Nursing Values**
  The graduate understands professional values and beliefs that provide a framework for
nursing practice.

Values Development

Read the following chapter in *Ethics and Issues in Contemporary Nursing*:

- chapter 5 ("Values Development")

Go to the discussion board and discuss how your professional values and beliefs provide a framework for your nursing practice and what changes you plan to make now that you have new knowledge about values and their impact on professional practice.

**The Nurse I am**

Watch the following video (short version: 32 minutes):

- *The Nurse I Am*

This video presents a profile of nursing professionals. While watching the video, reflect in your notes any thoughts about nurses’ various roles, personal and professional values, communication, collaborative and interdependent relationships, negotiation skills, and/or conflicts of personal values and patients’ values.

Complete the following CE Direct modules:

- Evidence Based Effective Leadership Check Your Practice
- Do You Reflect a Positive Image of Nursing?

**Critical Reflection Exercise**

Go to the message board and document a written reflection on this course and what you have learned about yourself and your future role as a Master’s Prepared Nurse.

**Final Steps**

Congratulations on completing the activities in this course! This course has prepared you to complete the assessment associated with this course. If you have not already been directed to complete the assessment, schedule and complete your assessment now.

**The WGU Library**

The WGU Library is available online to WGU students 24 hours a day.

For more information about using the WGU Library, view the following videos on The WGU Channel:

Introducing the WGU library
Note: To download this video, right-click the following link and choose "Save as...": download video.

Searching the WGU library

Note: To download this video, right-click the following link and choose "Save as...": download video.