Salem University is a liberal arts institution located in Salem, WV with NCAA Division II athletics. Prior to COVID19, enrollment was equally shared between residential on-campus and online students. During the pandemic, students experienced a shift from on-campus to online and hybrid courses. The effects of the pandemic supported the University’s strategic plan to increase fully online student enrollment. The University has experienced Year-over-Year growth with most of the new enrollment in online programs. The shift to more hybrid and online programs also helps to support the success of residential students affected by the transition to online courses.

Salem University and LearningMate partnered to evaluate and update online courses components following key Quality Matters components in order to support an engaging student experience. Led by Salem University’s Provost, Dr. Karen Ferguson, the course update process focused on supporting faculty by creating a sustainable framework for online and hybrid course needs. Dr. Ferguson was supported closely by Benedum Library team members, especially Dr. Phyllis Freedman, Dean of Library Services, and the Blackboard implementation team, led by Jason Walker, Associate VP for Learning Management.

“LearningMate Transform unified Salem University's learning outcomes, faculty training materials and student practice.”
The academic leadership and faculty team worked together to address:

**Quality Matters Course Updates:**
- Getting Started Section
- Course Content
- Discussion Board Learning Community
- Rubrics

**Student and Faculty Engagement Materials:**
- Introduction Animation Video
- Interactive Practice
- Faculty Success Guide
- Faculty Training Course

**Student-Centered Skills Focus:**
- Course Learning Goals Handout
- Icons for Skills Reinforcement in LMS
- Student Certificate
- Student Badges

Five faculty members worked closely with Dr. Ferguson and Dr. Lounsbury to plan for the common course components and evaluate courses:

- Dr. Stephanie Holaday, Dean of Nursing & Health Sciences
- Dr. Marc Getty, Dean of the Business School
- Dr. Camm Lounsbury, Associate Provost
- Dr. Lynne Wise, Associate Professor, English
- Dr. Melanie Shaw, Communications Faculty

**COURSE COMPONENTS**

Before starting the course, please read the faculty introduction below. Also, review the syllabus section, located within the “Syllabus” area on the left navigation. This item has important University information, as well as details about the readings, lectures, quizzes, learning activities, special projects, midterm, and final exam. Please be aware of specific deadlines for activities and assignments.

Once you have reviewed these sections, you are ready to begin the course! Select “Week 1” from the left navigation to begin your first assignment. This will bring you to content, activities, and assignments specific to your first week of coursework. Don’t forget to visit the Discussion Board to post in the Certification thread as well as answer the course introductory question, as this is required during the first week to maintain enrollment in the course.

If you have any challenges as you progress through the course be sure to contact your instructor or access the Blackboard Support Portal for additional resources for students. Please see our Salem University Faculty Pledge – we are here to help you.

Enjoy the course!
GETTING STARTED SECTION

NUR408 - Nursing Leadership and Management

What's in this course for me?

- As the healthcare delivery system restructures, nurses are becoming increasingly responsible for cost-effective management skills and abilities are crucial for nurses to provide healthcare services to clients and coordinate care across settings.
- This course focuses on the essential qualities required in the role of nurses as leaders and caretakers.

How will this course help me with my future career?

- Nurses are expected to make and implement day-to-day management decisions that can be practiced in a way that conserves scarce resources, reduces costs, and maintains or improves quality of care.
- To keep your career on an upward climb you will assess your own strengths and areas for improvement.

What skills am I building?

- Communication strategies, team building, and professional socialization skills.
- Corporate culture, knowledge, change management, and innovation.
- The use, abuse, and balance of power and politics.
- Motivation techniques to inspire and encourage staff.
- Managing time, stress and conflict.
- Prevention of workplace violence.
- Decision making skills for effective management.
- Budgeting, productivity, and cost-cutting services for employee performance appraisals and coaching for improvement.
- Measuring and managing outcomes for quality and safety.

Course Learning Goals

- Evaluate leadership and management principles, strategies, and practice models in professional nursing roles.
- Discuss concepts of organizational and systems leadership to coordinate safe, quality patient care within the culture, climate, and structure of healthcare organizations.
- Analyze patient care, informatics, and data management systems, and communication mechanisms that support and coordinate safe, quality nursing practice.
- Describe the components of successful team building, coaching, mentoring, and staff evaluation and development for the leadership and management of a safe and effective work environment.
- Examine the professional nursing role in delegation, population care and clinical management, outcomes management, and management of change and conflict.
- Incorporate theory, critical and reflective thinking, and research knowledge in the evaluation of nursing leadership and management actions.
- Explore personal and professional values and their relationship to dominant and preferred leadership styles.

What's in this course for me?

- As the healthcare delivery system restructures, nurses are becoming increasingly responsible for cost-effective healthcare delivery. Leadership and management skills and abilities are crucial for nurses to provide healthcare services to clients and communities.
- This course focuses on the essential qualities required in the role of nurses as leaders and caretakers across healthcare settings today.
Interactives, student practice materials, are weekly components of the course, providing reinforcements for key concepts.

Common guidelines and format bring structure to the course collaboration in the Discussion Board.
Common built-in rubrics allow for feedback and grading on consistent assignment components such as papers and multimedia projects.

LearningMate Transform allows Salem University to share their course frameworks, a learning outcomes manager, a learning object repository, and a collection of teaching and learning best practices.
Faculty and student-facing certificate and badges emphasize key skills.

CERTIFICATE

Salem University congratulates you on completing ENG100 on the pathway to your degree and endorses you for the following skills:

Creativity  |  Presentation Skills  |  Teamwork

John Smith

DATE  
SIGNATURE

SALEM UNIVERSITY endorses you for

Communication

SALEM UNIVERSITY endorses you for

Analytical Skills

Dr. Camm Lounsberry

SALEMU101: Faculty Online Training

Congratulations!

Congratulations!

Congratulations!

For more information please contact:
Dr. Karen Ferguson (karen.ferguson@salemu.edu)

Powered by LearningMate
learningmate.com/transform
transformeducation@learningmate.com