NEW YORK UNIVERSITY
ROBERT F. WAGNER GRADUATE SCHOOL OF PUBLIC SERVICE

CAP-GP 3890/1(001): CAPSTONE FOR NURSE LEADERS I & II
SYLLABUS: FALL 2014 - SPRING 2015

Faculty: Anthony Kovner; John Donnellan; Rosemary Sullivan; Susan Jacobs

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Hours: By appointment; students are encouraged to call or e-mail at any time.

Class Meeting Time: Tuesdays, 4:30 – 6:10 PM
Location: NYP/Weill Cornell Campus
Payson House - 435 East 70th, NYC, Sub-Basement

COURSE SUMMARY AND OBJECTIVES

Capstone is a two-term course in which students work in teams to perform a project for a health care organization. The course will guide students in defining a complex problem and developing solutions for the client in an interactive manner. Students will design the approach, conduct the data collection and analysis, and present findings, orally and in writing, to the client.

Capstone is learning in action. Part of the core curriculum of the Masters program at the Wagner School, it provides students with both a critical learning experience and an opportunity to perform a service for a major health care organization. Over the course of the academic year students will work in teams -- to address challenges, solve problems, conduct research or identify opportunities for organizational improvement.

Capstone is a rigorous course with a high set of performance expectations. It draws from previous policy, management, and statistics courses at Wagner, and guides students in a year-long effort that integrates and applies lessons from these courses. Learning will also come from shared experiences in class as the course progresses. Although each student will be part of a team, the class will also operate as a single team dedicated to the success of all the projects. The work of the capstone is a critical learning experience and a professional service for a complex health care organization.
Course faculty will identify potential projects which will be presented by potential clients for student consideration during the first class session. Students will then be assigned to a project based on a number of factors, including student preference, skills and team size. Teams are usually comprised of four or five students, who bring a mix of skills and experience and have expressed an interest in the project. To the degree possible, students will get one of their top choices of projects.

KEY COMPETENCIES ADDRESSED IN THE COURSE

• The ability to manage teams, projects and people; to work in change oriented health care organizations; and mentor a diverse and changing workforce (Course Focus)
• The ability to present convincingly to individuals and groups the internal and external evidence to support a point of view, position or recommendation (Course Focus)
• The ability to communicate and interact productively (via listening, speaking and writing) on matters of healthcare with a diverse and changing industry, workforce and citizenry (Course Focus)
• The ability to draw implications and conclusions to develop an evolving vision that results in organizational viability (Course Focus)
• The ability to use information systems and evidence-based management principles for problem-solving, strategic planning and decision-making and implementing and measuring change (Relevant Content)
• The ability to synthesize evidence, and apply statistical, financial, economic and cost-effectiveness tools/techniques in organizational analysis (Relevant Content)
• The ability to measure, monitor and improve safety, quality, access and system/care delivery processes in health care organizations (Relevant Content)
• The ability to engage in continuous learning; to reflect on and assess one’s strengths and developmental needs; to seek feedback from others; and establish and sustain a professional development network (Relevant Content)

MAJOR LEARNING OBJECTIVES

Capstone integrates knowledge acquired throughout the course of graduate study at NYU/Wagner and provides students the opportunity to demonstrate their ability to apply these competencies in the setting of a fully functioning and complex health care organization.

Students completing the course will have successfully demonstrated the ability to:

• Understand the organizational context for their project
• Evaluate the project within a broad organizational context
• Demonstrate an understanding of information architecture, the scholarly research cycle, and the context of information in the hierarchy of research evidence.
• Use the evidence-based paradigm to frame an answerable research question, select databases, develop an effective search strategy, locate, retrieve, and identify the tools to critically appraise the literature of healthcare management.
• Be familiar with specialized vocabularies required to successfully perform the project
• Identify and carry out data collection methods appropriate for their particular project, potentially including surveys and questionnaires, individual interviews, focus groups, and access to already existing datasets
• Successfully undertake an end-to-end response to a request for assistance from an organization, to include the ability to:
  • assess the client organization and its environment
  • frame and refine the problem presented by the client
  • develop a work agreement with the client for the project, with timeline and deliverables
  • monitor their progress against the work plan
  • revise the work plan as necessary
  • develop supported and realistic recommendations
• Communicate their work effectively both orally and in writing

Students will also demonstrate the ability to:
• Understand group formation and development
• Understand the importance of interpersonal dynamics and team norms
• Create and periodically review their team charter
• Develop clear role descriptions for team members
• Manage team assignments and accountability
• Advocate points of view and negotiate differences of opinion
• Solicit and offer feedback
• Appreciate and learn from cultural differences

EVALUATION CRITERIA & GRADING

Final grades are assigned at the end of the second semester. Grades are based on faculty assessment of the overall quality of the Capstone Team’s final written report (including work plan, client contract, search strategy, research design, literature and data collection, analysis and recommendations and timeliness) and an oral presentation of the work to the client. Client feedback will be sought and considered in overall evaluation by faculty. An overall team grade will be assigned to the work of the team; however, each team member’s grade may then be adjusted based upon peer feedback and faculty assessment of the student’s participation in class and in team activities (see page 4 – Guiding Principles for Class and Team Participation).

The final work product is expected to be a professional, graduate level document clearly delineating the problem faced by the organization, the steps taken by the team to address the problem, and recommendations. Findings/recommendations should be comprehensively stated, specifically citing both relevant research and rationale, as well as indicating the sequence of steps suggested.
The final grade is assigned at the end of the second semester. Students will be given two credits for the fall semester and two credits for the spring semester of capstone. It is the custom in Capstone to report end of first semester grades as IP (Incomplete/Passing) to reflect the “work in progress” nature of the year-long project. Faculty will provide teams with informal interim feedback of the progress of their work at the beginning of the Spring semester.

**GUIDING PRINCIPLES FOR CLASS AND TEAM PARTICIPATION**

The best way to learn is to actively participate in your education. In this class, *participation* is defined in terms of the quality of contributions to class discussion. There are four prerequisites for successful participation in the work of your team and contributions to the success of Capstone:

- **Be on time.** If you’re not here, you can’t contribute (to class or to team discussions). Taking this course is a tacit agreement with your professor and your team colleagues. We understand there may be infrequent but good reasons why a student may have to miss a class – work, illness, personal emergency or when you are late through no fault of your own. Nevertheless, understand in this course especially, being part of a larger team of colleagues is a major learning objective.

- **Be prepared.** If you have to be here you may as well be prepared. This will help you participate and get the most out of class. It’s a good idea to read ahead in the assignments just to cover any last minute emergency. If you are unprepared and are called on to participate, just say “pass.”

- **Step up.** View the course as a safe test of assertiveness training (speaking up) and filter control (thinking before you speak). Speak in a loud enough voice so that faculty and your classmates can hear what you have to say. We call on students who don’t raise your hands to give everyone a chance to participate. E-mail us ahead of class if for any reason you don’t want to be called on in class.

- **Be Polite.** Feel free to be critical of ideas, but not persons. When you disagree with what someone has to say in class, be courteous. Don’t interrupt. This is how you would want to be treated if you have something to contribute to the discussion.

**FEEDBACK AND QUESTIONS**

We are committed to making this course a valuable learning experience for you. Mid-way through the course we will spend part of a class session evaluating our progress, and will make any necessary changes to keep us on track. We welcome your feedback regarding class at any time in the semester. Also please feel free to ask questions as they arise. It is easiest to reach us by e-mail, but we are also available to set up an appointment with you.

If you have a disability that requires special accommodation, please let us know ASAP so that we can be helpful to you.
INSTRUCTOR BIOS

Anthony R. Kovner is Professor of Management at NYU/Wagner. He received a B.A, and M.P.A. from Cornell University and his Ph.D in Public and International Affairs from the University of Pittsburgh in 1966. He received the Teacher of the Year Award from NYU/Wagner in 2000 and the Filerman Prize for Educational leadership from the Association of University Programs in Health Administration in 1999. He has consulted, presented and taught managers in a wide range of organizations, including St. Luke’s Episcopal Medical Center, Phelps Hospital, Memorial Sloan Kettering, Montefiore Medical Center, Vising Nurse Service, Mt. Sinai Health System, Lutheran Medical Center, Bellevue Hospital, St. Barnabas Health System, Cornell Medical College, Yonsei Medical Center, Fortis, Brandeis University, and the American Academy of Orthopaedic Surgeons.

Professor Kovner has directed the Executive MPA in Management, concentration for nurse leaders, served as a board member of Lutheran Medical Center, directed the program in health care policy and management and the Advanced Management program for Clinicians at NYU/Wagner. He served as senior program consultant to the Robert Wood Johnson’s Rural Hospital Program of Extended Care, was senior health consultant to the United Autoworkers Union, directed the Graduate Program in health care administration at the Wharton School. He worked as a manager for 12 years in a large community health center, a nursing home, an academic group practice and was CEO of a community hospital.


John Donnellan is Adjunct Professor of Health Policy & Management at NYU/Wagner. He received a Master’s Degree in Public Administration from NYU/Wagner in 1984 and joined the adjunct faculty in 2006. He was recognized by NYU/Wagner as Distinguished Adjunct of the Year in 2011.

Professor Donnellan retired from a forty year career in Federal Service in 2009, thirty-seven of which were spent serving veterans in the Department of Veterans Affairs Healthcare System. From 1991 until his retirement in 2009 he was Director/CEO of the VA Medical Center New York and later the consolidated New York City VA New York Harbor Healthcare System. For his leadership as a federal executive he was awarded the President’s Distinguished Senior Executive Rank Award (1999) and the President’s Meritorious Senior Executive Rank Award (1996, 2002, 2008).

At NYU/Wagner, Professor Donnellan teaches Capstone, health policy and management and management ethics. He also serves as Co-Chairperson of the Scientific Review Committee of the NYU-NYC Health and Hospital Corporation Clinical Translational Science Institute (CTSI).
Professor Donnellan is a Fellow in the American College of Healthcare Executives (ACHE). He is the author of a number of articles on health services management in ACHE publications, and serves frequently as faculty at ACHE seminars.

Susan Kaplan Jacobs is the Health Sciences Librarian/Associate Curator at NYU Bobst Library. Since 1998, she has had primary responsibility for collection development, instruction, reference and faculty liaison for the NYU College of Nursing, Steinhardt School departments of Occupational Therapy, Communication Sciences & Disorders, and Physical Therapy. As adjunct assistant professor of public administration at NYU/Wagner since 2008, she has taught “Locating Evidence” to nurse leaders every spring. She holds an M.L.S. from St. John’s University, an M.A. in Media Ecology from NYU/Steinhardt, and a B.S. in Nursing from the University of Colorado. Selected publications and c.v. at http://guides.nyu.edu/skj1

REQUIRED TEXTBOOKS

There is one required textbook for this course:


All other assigned readings will be made available on NYU Classes. There are some excellent textbooks on consulting, teamwork and project management tools that you may wish to examine and consider purchasing.

CLASS SCHEDULE

The list of sessions, topics and dates that follows is preliminary and subject to change. Note that it is front-loaded with information and skill building sessions in the first term, and project tracking in the second. The intent is to use class time in a way that enables teams to produce the highest quality projects on a timely basis. **We will not meet as a full class each week but student teams should plan to meet as a team at least once weekly.** Some weeks will be used for faculty-team consultation.

FALL TERM:

**Fall 2014 full class meeting dates and topics:**

- September 2, 2014  Overview, project presentations, project selection process
- September 9, 2014  Team assignments; team charters; the Capstone “experience”
- September 16, 2014  The initial client meeting; negotiating the contract;
- October 7, 2014  Evidence-based management; framing the research question
- October 21, 2014  Recall and precision/using syntheses
- October 28, 2014  Managing the literature review; qualitative research
- November 11, 2014  Gathering qualitative data
- December 2, 2014  Fall Semester summary; winter break task list; Spring Semester preparation

**Fall 2014 open team meeting dates***:

- September 23, 2014
- September 30, 2014
- November 4, 2014
- November 18, 2014
- November 25, 2014
- December 9, 2014

* Teams should plan to meet at least once each week throughout the Fall and Spring semesters. As the work of your project progresses you will undoubtedly find it necessary to meet more frequently, either in person or via conference call/other virtual media. Our classroom is available to you for team meetings every Tuesday evening from 4:30-6:10pm on the dates shown above. Faculty will be in attendance on the dates of the full class meetings, and are also available as necessary on the open team meeting dates. During the semester each team should use two or three of the open team meeting dates for “check-in” sessions with the team’s faculty advisor. Teams may wish also to schedule a meeting with faculty advisor during winter break to review/discuss group and individual progress during the first semester and goals for the second semester.
FALL 2014 FULL CLASS SESSIONS

Session 1 (September 2): Overview of the Course and Project Presentations
- Introductions
- Overview
- Expectations
- Project Presentations
- Project selection & assignment process

Readings:
- Review Capstone proposals posted on NYU Classes
- Review sample client-team contract
- Review Sample Capstone Final Report

Assignment: Complete & submit project preference worksheet by September 5

Session 2 (September 9): Teams and Team Charters, Discussion of Capstones by former EMPA Nurse Leaders
- Project and team assignments
- Team charters
- “Teaming” and Learning
- Discussion of Capstone by former student(s)

Readings:
- Sample team charters

Assignment: Team Charter due September 16

Session 3 (September 16): Managing team/client relations; the initial client meeting; negotiating the contract
- Preparation for initial client meeting
  - What problem does the client want solved?
  - What are the client’s expectations?
  - What should you learn from the initial client meeting?
  - How can you help your client give you that information?
  - Is Institutional Review Board (IRB) approval necessary?
• Feedback from a former Capstone Project Sponsor

Readings:

Assignment: Schedule and conduct initial client meeting by September 30 – Faculty Advisor must be present for this meeting

Session 4 (October 7): Evidence-based management; framing the research question
• Steps of Evidence-Based Practice (EBM)
• Framing the research question – a problem and an intervention
• Locating evidence
• Filtering for best evidence; a magnet in a haystack
• Anatomy of a database
• Limiting search results

Readings:
• Kahn CR. Picking a research problem – the critical decision. NEJM. 1994; 330(21): 1530-1533. ON NYU CLASSES
• YouTube Video: Checklists AND Operating Rooms (a PubMed Search) https://www.youtube.com/watch?feature=player_embedded&v=8-CM9xiYytw

Assignment: submit preliminary research question and scoping search strategy to SKJ by October 21
Session 5 (October 21): Recall and Precision/Using Syntheses
- Pre-appraised/pre-filtered sources
- Point of care tools
- Evaluating results/bias
- Critiquing Tools/Applicability and Actionability

Readings:
- (READ ABSTRACT ONLY) Cameron, I. D., Gillespie, L. D., Robertson, M. C., Murray, G. R., Hill, K. D., Cumming, R. G., & Kerse, N. (2012). Interventions for preventing falls in older people in care facilities and hospitals. The Cochrane Database of Systematic Reviews, 12, CD005465. ON NYU CLASSES

Assignment: Submit draft of work plan to Faculty Advisor by October 28

Session 6 (October 28): Managing the literature review; Qualitative research
- Citing: Information literature and plagiarism
- Managing the evidence
- Search workshop (Return and discuss feedback on initial scoping search strategies)

Assignment: final search strategy due November 18; feedback will be returned by Nov 25

Session 7 (November 11): Gathering Qualitative Data

- Guest Speaker Anita Kaplan

Readings:
Assignment(s):
• Schedule meeting with client to discuss and finalize work plan by November 25 – faculty advisor must be present
• Submit signed contract by December 2

Session 8 (December 2): Semester Summary

• Fall Semester summary
• Winter break task list
• Spring Semester preparation

Suggested reading assignments to be completed during Winter Break:
• Ioannidis JPA. Why most published research findings are false. PLoS Medicine. 2005; 2(8): 696-701. ON NYU CLASSES

Reminder: Teams may wish to schedule a meeting with faculty advisor during winter break to review/discuss group and individual progress during the first semester and goals for the second semester.
SPRING TERM:

The second term is structured to allow for regularly scheduled check-ins and consultation among teams and between teams and faculty on progress in meeting project objectives and milestones defined by the work plans and assignments in this syllabus, particularly final products. Faculty are available by appointment to meet with teams throughout the term as well as during scheduled class time. The two major products of the second term are the project Presentation and the project Report.

- The Presentation is the event at which the team presents the client with a summary of findings and recommendations and an overview of the methodology used. This will be an interactive session at which the team will be asked to explain or discuss findings, recommendations or methodology and to include/exclude, emphasize or de-emphasize parts of the presentation in the final report.
- The Report is the final document that states the problem, describes in more detail the methodology used to address the problem, proposes and explains the conclusions and may include the source material used to support the report. It may contain other relevant information such as the result of a literature search on the topic or whatever else the consulting team thinks will be useful to the client.

Spring 2014 full class meeting dates and topics:

- January 27, 2015  Deliverables: the final report and presentation
- Feb 23 or Mar 2, 2015  Communication and presentation (Monday)
- March 31, 2015  Team presentation rehearsals
- April 7, 2015  Team presentation rehearsals
- TBA  NYU/Wagner Capstone Expo
- TBA  Wagner/NYP EMPA Capstone Expo

Spring 2015 open team meeting dates*:

- February 3, 2015
- February 10, 2015
- February 17, 2015
- February 24 or March 3, 2015
- March 10, 2015
- March 24, 2015 (Note: the final presentation should occur April 2-17)
- April 14, 2015
- April 21, 2015
- May 5, 2015

* Teams should plan to meet one or more times each week. Our classroom is available to you for team meetings every Tuesday evening from 4:30-6:10pm on the dates shown above. Faculty will be in attendance on the dates of the full class meetings, and are also
available as necessary on the open team meeting dates. Each team should plan specific times throughout the semester to “check-in” with the team’s faculty advisor.

SPRING 2015 FULL CLASS SESSIONS

Session 9 (January 27): Project Deliverables: the final presentation & the final report

- Syllabus for spring semester
- Preparing the final report
- Preparing the final presentation

Readings:
- Damschroder LJ, Aron DC, Keith RE, et al. Fostering implementation of health services research findings into practice; a consolidated framework for advancing implementation science. *Implementation Science*. 2009; 4(50). **ON NYU CLASSES**

Session 10 (Monday - February 23 or March 2): Communication and presentation

- Telling a compelling story
- Guest Speaker:

  *Will Carlin, Co-Managing Partner*
  *V-Shift*

Readings:
  - Organize your thoughts 47-50
  - Apply storytelling principles 63-64
  - Craft the beginning 67-70
  - Make the ending powerful 73-4
  - Storyboard one idea per slide 123-126
  - Rehearse your material well 155-158
  - Get the most out of your Q & A 187-190

Assignments:
*Submit first version of slides for final presentation by March 24*
*SCHEDULE Final Client Presentation: April 2 - April 17 – Faculty advisor must attend*
Session 11 (March 31): Client Presentation Rehearsals

- Rehearsal of client presentation by teams

Readings:
  - Audience 1-26
  - Impact 205-222

Session 12 (April 7): Client Presentation Rehearsals (continued)

- Rehearsal of client presentation by teams

Assignments:
- Present findings and recommendations to the client by April 17
- Submit final draft report to faculty advisor by April 18
- Submit final report to faculty advisor by April 28; to client by May 4

Session 13 (April 28): Course Summary

- Turn in final report
- Summation
- Celebration

CAPSTONE EXPOS

- Times & Locations TBA
COURSE MILESTONES

Various activities and products at specific milestones are required to be completed by teams. These milestones are integral to successful project management and while there may be some variations depending on team and client circumstances, course instruction is geared to sequential and successful accomplishment of the milestones. Milestones include:

Sept 9    Selection of Teams
Sept 16   Team Charter Finalized
Sept 30   Initial Client Meeting – by Sept 30 – Faculty Advisor must attend
Oct 28    Draft Work Plan to Faculty
Nov 25    Work Plan Presentation to Client – by Nov 25 – Faculty Advisor must attend
Dec 2     Signed Work Plan/Contract Executed with Client
Mar 10    Outline/Initial Draft of Final Report Due
Mar 24    First Draft of Presentation Slides Due to Faculty
Mar 31/Apr 7 In Class presentation rehearsals
Apr 2 - 17 Presentation to the Client – by April 17 – Faculty Advisor must attend
Apr 28    Final Report Due for Faculty Review
May 4     Final Report Due to Client

TEAM BUDGETS

Each team has a $500 annual operating budget for their project expenses. In addition, NYU/Wagner offers supplemental travel funding for airfare/train travel for students who must travel outside of NYC for project research. While generous, the supplemental travel funding rarely covers all student expenses.
ACADEMIC INTEGRITY

The Mission of NYU Wagner is:

... to be a path-breaking leadership school of public service, with a faculty of thought leaders who re-frame the way people understand and act on issues of public importance, and graduates who are bold, well-prepared change makers who expertly navigate real-world complexity and produce results that matter.

Academic Integrity is vital to this mission, to education at NYU Wagner and membership in the Wagner community. It is a core value. It forms the foundation of trust among students, and between students and teachers.¹ Cheating has no place in our community. Academic dishonesty or other offenses against the community are not individual acts affecting only the individuals involved. Cheating violates our communal trust in each other; it is an offense against our community of scholarship. If tolerated, it undermines all we stand for. Honesty matters at Wagner, just as it does in the broader world of public service.

It is a shared value. Administration, faculty and students each play a vital part in promoting, securing and nurturing it. I invite you to visit the NYU Wagner website and review our Academic Code and Academic Oath (www.wagner.nyu.edu/current/policies), as well as the Wagner Student Association’s Code of Professional Responsibility. If at any time you have a question about Academic Integrity or suspect a violation of our code, seek guidance from any member of the faculty or administration.

It is a promoted value. It is incumbent on all members of the community to promote it, through scholarship, responsible participation in School events, assistance to other community members who are struggling with it, and by upholding the codes of the school and the Wagner Student Association.

Included below is a list of resources for understanding and avoiding plagiarism:

• "Plagiarism: What is It and How to Recognize and Avoid It," The Writing Center at Indiana University, www.indiana.edu/~wts/wts/plagiarism.html
• “Principles Regarding Academic Integrity,” Northwestern University, www.northwestern.edu/uacc/plagiar.html

Reference Citation:

• For research resources regarding appropriate citation of the many different sources you will use in your work, see Writing on the NYU/Wagner webpage, under "Current Students/Academic Services."
• All references must be appropriately cited.