Supplemental Digital Content, Table 1. Select Topics, Practice Experiences, and Assignments

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| **Theory/Concept** | **Practice Experience Examples** | **Associated Learning Activities** |
| Organizational Structure/Decision Making/ Power | Attend and observe the dynamics of a leadership meeting of managers/executives of a healthcare or business organization. | **O –** Who ran the meeting? Describe their behaviors and actions. What were the dynamics of the participants at the meeting? How were decisions made?  **T –** Describe the tenets of a leadership theory that may apply to this situation?  **A –** Compare the dynamics of the meeting to the leadership theory you described. Based on your comparison, what is the leadership style of the person running the meeting and why? Be specific. Is the organization structure evident from the meeting? What are the sources of power for the person running the meeting? |
| Legal Issues | Attend a medical malpractice trial | **O** - Describe the trial you attended in terms of jury make-up; tone, behavior and attitudes of lawyers, what were the charges; who were involved; damages, etc…  **T –** Describe the elements of malpractice; civil vs criminal case; consequences.  **A –** Compare what you observed to the theory. Were the elements of malpractice clearly present? What were your feelings while observing the trial? |
| Legal Issues | View a simulation medication error scenario. Participate in a medical malpractice trial simulation by assuming the role of either defendant or prosecutor for the parties involved. | **O -** Describe the scenario, from the perspective of you assigned role by conducting root cause analysis using a decision making model.  **T –** Describe the elements of malpractice; civil vs criminal case; consequences.  **A -** Relate observation to theory/topic/literature and analyze. Were the elements of malpractice clearly present for each person implicated? Did this activity contribute to you active learning of medical malpractice and how? What QI/QM program would you initiate to decrease risk in this case? |
| Advocacy | Attend and participate in a “Meet the Candidates” (running for elected seats in local government) forum. Come prepared to participate in inquiry regarding current health care or nursing issues you believe need to be addressed. | **O -** Describe the meeting. Who was there? What was the format? What were the issues? How did the candidates represent their knowledge of the issues  **T –** What is professional, patient, organizational advocacy and which best describes the issues? Describe the tenets of the entire theory or concept.  **A -** Relate observation to theory/topic/literature and analyze. What are your feelings about what you learned tonight? What is your opinion of the candidates, the issues, and the format of the meeting? |
| Career Development | Conduct a self-assessment of interests, skills, strengths, values, career goals. Virtually visit a hospital assigned to you and assess for career development opportunities. | **O -** Describe your self-assessment and what you found out about the hospital assigned to you. What is the mission?  Does the nursing department offer orientation, career ladders, promote from within, tuition reimbursement, journal club, etc…  **T –** Describe the concept of Career Paths  **A –** Analyze why or why not this organization will support your career goals. |
| Motivation | Choose a business, unrelated to healthcare. Interview an employee as to why they work there. | **O –** Describe why the person chose that business and why they continue to work there.  **T –** Identify and describe a motivational theory that you think may apply to this situation.  **A -** What motivates people to work where they do? Analyze in terms of the theory you chose. |
| Team Building | Interact with hotel managers, accounting firm managers, or other businesses to discuss recruitment, indoctrination, & team building | **O --** Describe their process of recruitment, hiring, indoctrination and team building.  **T –** Describe the topics of recruitment, hiring, indoctrination, and team building  **A** – Compare and contrast business and health care opportunities. How can you account for similarities? Differences?Think about mission, structure, sources of power, and other topics you learned about. |

O, observed. T, topic. A, application