



NURS Professional Leadership

Fall 2020

Class time: Monday & Wednesday 10:50 to 12:20

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Office hours: Monday and Wednesday afternoon 1:00 to 3:00 pm

Course Description

Nursing 463: Professional Nursing Leadership focuses on principles of leadership and management practiced in nursing. Concepts reviewed are organizational behaviours, transformational and transactional leadership including client advocacy, change agency, power, and politics (3 clock hours). Prerequisite: Completion of all junior level courses or admission to the RN to BSN option.

Credit Hour Policy Statement

This class meets the federal credit hour policy of:

- Standard lecture – e.g. 1 hour of class with an expected 2 hours of additional student work outside of class each week for approximately 15 weeks for each hour of credit, or a total of 45-75 hours for each credit.

General Education Objective

This course meets the General Education requirements for:

Not a general education course.

This course meets requirement for senior level nursing.

Learning Objectives

Listed below are the Learning Objectives for the course:

Learning Outcomes	Course Objective <i>Upon completion of Nursing 463 the student will:</i>	Learning activities/evaluation
Practices as a member of a multidisciplinary team at a level consistent with beginning professional practice.	Compare and contrast communication strategies used to ensure attainment of quality outcomes, manage conflict, implement change, and enhance accountability within healthcare institutions. Identify skills needed to develop, and build teams including negotiation, and conflict management.	Reading assignments Discussion HESI Management Case Studies (6) Midterm and final exams Role playing



Competent in leadership and management skills at a level consistent with beginning professional practice.	Analyze the relationships among power, influence, and problem solving in effecting change within health care organizations. Understand the nurse's responsibility to balance human, fiscal, and material resources to achieve quality health care outcomes Explore principles related to case management and managed care. Articulate personal beliefs and values and their impact on leadership styles. Analyze current best practices related to leadership on a personal, local, regional, national, and global level.	Reading assignments HESI Management Case Studies (6) Discussion Midterm and final exams Cover letter and resume Role Playing Quizzes over chapter content
Practice within the moral, ethical, and legal framework of the nursing profession.	Analyze dilemmas in nursing leadership using ethical and legal standards of the profession	Reading assignments HESI Management Case Studies (6) Discussion Midterm and final exams Role playing

Further Information about the Course

Standards for Use of Technology

You are accountable for knowing and following the Standards for Use of Technology in the University of Evansville Baccalaureate Nursing Program Student Handbook.

Course-specific technology requirements include a personal laptop or netbook to access electronic information **PLEASE NOTE:** *Cell phones are to be turned off and not accessed in the classroom. When eBooks or online access is required for a class related activity, students will be notified in advance of class by email. Any student who does not follow these guidelines or is accessing sites unrelated to the course will be dismissed from class and incur with grade penalties for an unexcused absence for each occurrence.*



Schedule of topics

Topical Outline

1. Career development & management – preparing resumes for professional practice
2. Concepts in transactional and transformational leadership
3. Legal and ethical practice
4. Health delivery systems
5. Delegation & prioritization
6. Quality outcomes
7. Communication in organizations
8. Performance standards & accountability

Grading Scale:

Letter Grade	Percentage
A	92 or above
A-	91-90
B+	89-88
B	87-85
B-	84-83
C+	82-81
C	80-78
C-	77-75
D+	74-73
D	72-70
F	69 and below
I	Incomplete
W	Withdrew from course



Teaching Methods

You need to download all pageBurst and iTouch references and have an active Evolve account. Any of the books may be used as references in this class but you will assignments and/or use the following in this course:

Electronic Books and Resources:

Yoder-Wise, P.S. (2019). *Leading and Managing in Nursing* (7th ed.). St. Louis, MO: Elsevier.
Leadership Sherpath

Books in Print:

American Psychological Association (APA). (2010). *Publication manual of the American Psychological Association* (6th ed.). Washington, DC: Author.

Patterson, K., Grenny, J., McMillan, R., & Switzler, A. (2002). *Crucial conversations: Tools for talking when stakes are high* (2nd ed.). New York, NY: McGraw Hill. ([Can obtain free of charge on audiobook or Kindle](#))

Studer, Q. (2009). *Straight A leadership: Alignment, action, accountability*. Gulf Breeze, FL: Fire Starter Publishing.

Other Class Materials:

Giddens, J.F. (2017). *Concepts for nursing practice*. (2nd ed.). St. Louis: Elsevier.

Dungan, J.M. (1997). Dungan model of dynamic integration. *Nursing Diagnosis*, 8 (1), 17-27.

Teaching Methods:

Online discussion and activities, readings, case studies, online exams, writing activities.



Schedule of Assignments

Outline of class activities and assignments

1. **Active participation in class is essential-20% of your grade.** Credit will be scored from the below listed items (*may not be an inclusive list*). Note, **since this course is geared towards self-directed learning, you will learn what you put forth.** Your peers will be influential in your learning process; therefore, you will be accessing/evaluating each other's participation and contribution towards a portion of their grade.
 - a. Give One, Get One participation each class-class discussion and input
 - b. Quizzes (see calendar for scheduled dates)-discussion and input
 - c. In class group activities-collaborative effort and input + peer evaluated
 - d. Blackboard assignments-based on thorough and completeness in responses
 - e. Speakers-showing courteous and respect, asking questions, engaged in the information
 - f. HESI Case Studies-complete on time, meaning class discussion
 - g. In class simulations-role play, video simulations
 - h. Direct Entry Day-participation
2. There will be **2 case study assignments that count for 20% of the grade (10% each case study).** Refer to the separate assignment sheet and rubric on blackboard.
3. There will be **two closed book exams (a midterm – 15% and a comprehensive final exam - 25%).** See the course schedule for the specific times for each exam. The academic honor code will be enforced. **YOU WILL NEED TO READ THE ASSIGNED TEXT MATERIALS TO PASS OR DO WELL ON THESE EXAMS.**
4. A **resume and cover letter (10% of grade)** is assigned. See guidelines, examples of each, and grading rubric on blackboard.
5. A QSEN Inservice (10% of grade) that will be assigned in pairs. See the grading rubric on blackboard
6. Refer to the assignment guidelines for specific information about the requirements for this course. Assignments are to be submitted on or before the date and time indicated on the course schedule.



Assessment and Grading Criteria

Assessment and Grading Criteria:

Participation & Quizzes	20 (10% prep work, 10% for quizzes)
Case Study Assignments	20% (2 total for 10% each)
Exams	40% (15% midterm, 25% final)
Résumé and cover letter	10%
QSEN Inservice	10%
Total	100%

It is your responsibility to read the course syllabus and be aware of course requirements. The minimum passing grade for this course is an overall 75%. There is no individual extra credit available for this course.

Students receiving less than an 80% on an exam are strongly encouraged to schedule an appointment with the faculty member to review the exam and content. Exams are available for individual review with faculty for a period of two weeks after all students have taken the exam. All students are encouraged to review their exams, but if you earn less than 80% on an exam you are expected to make an appointment to review the exam individually with the faculty within this time frame. Exams will not be available for review again prior to the final.

Please be aware that grades posted on Blackboard Learn are not official grades. All written assignments need to be completed following APA guidelines. All written assignments are to be submitted electronically on Blackboard by the designated dates. The system will automatically submit your paper to turnitin.com

Attendance Policy

Harlaxton College operates a mandatory attendance policy that is binding on all faculty and students.

The number of unexcused absences that are allowed before incurring a penalty is related to the number of times a class meets during a week. This means that for courses which meet three times a week students are allowed a maximum of three unexcused absences during the semester without attracting penalty points, for courses meeting twice a week two such absences are permitted and for courses meeting just once a week a single absence is allowed.

Additional unexcused absences will attract a grade penalty of **a third-letter grade (A- to B+ for example)**

Students are responsible for the academic consequences of their failure to attend class. If any assessment (e.g. in-class test, exam, paper, presentation, etc.) is missed, there is no expectation or requirement that a faculty member will accept the work after it is due, provide an extension to a deadline, or offer an alternative assessment opportunity for a student with an unexcused absence.



Drop/Add and Withdrawal Policy

There is normally about a 10 day period at the beginning of semester when a student may drop and class and/or add a class. The deadline date is published in the Semester Guidance handbook. Drop/Add forms are available from the library and completed forms should be returned to the same place. Faculty signatures are required for all classes being added

Students may withdraw from a class, with the exception of British Studies, for a longer period of time.

Again the deadline date is published in the Semester Guidance handbook. Forms are available from the College Secretary, to whom completed forms should be returned. Forms must be signed by the faculty member of the class being withdrawn from and the Principal.

All students must register for, and be continuously enrolled in, 12 credit hours of study to be eligible to study at Harlaxton and remain in the United Kingdom.

Disability Policy

It is the policy of the University of Evansville (Harlaxton College) to make reasonable accommodations for students with properly documented disabilities. University of Evansville students should contact the Office of Counselling and Health Education to seek help with this. Students from Partner Universities/Colleges should contact their own relevant student support office. For assistance whilst at Harlaxton students should contact the College Secretary whose office is located adjacent to the Principal's office.

Written notification to faculty from the College Secretary is required for academic accommodations to be implemented.

Honor Code

All students at the University of Evansville (Harlaxton College) agree to and are bound by the principles and practice of the honor code:

'I understand that any work I submit for course credit will imply that I have adhered to this Academic Honor Code: I will neither give nor receive unauthorized aid, nor will I tolerate an environment that condones the use of unauthorized aid.'

The full Honor Code is available online:

<https://www.evansville.edu/offices/deanstudents/downloads/honorcode.pdf>