

NUR 48200 Nursing Leadership and Management

Course Information & Objectives

[College of Nursing \(CON\) Contact Information](#)

Course Description:

Theories and evidence-based practice related to leadership, organization and management are examined. Specific strategies for effective time management, priority setting, decision making, career planning and delegation are introduced. Approaches to the evaluation of quality nursing practice within a complex work environment are discussed.

Course Pattern:

Lecture 03 Lab 00 Credit 03

Prerequisites/Co-requisites:

NUR 18200

Course Objectives (Student Learning Outcomes):

1. Differentiate the evolving professional roles of leader/manager. (Aligns to Program Outcome #3)
2. Design unique strategies to promote adaptation to the professional nursing roles. (Aligns to Program Outcome #4)
3. Utilize current research in nursing to analyze the effect of leadership styles on dynamic group interaction and goal attainment. (Aligns to Program Outcome #3)
4. Examine dynamics of interpersonal and organizational communication that affect implementation of the collaborative nursing roles. (Aligns to Program Outcome #2)
5. Utilize change and conflict management strategies to promote adaptive responses in individuals and small groups. (Aligns to Program Outcome #2)
6. While assuming the role of leader/manager utilize the critical thinking process in problem solving and decision-making. (Aligns to Program Outcome #6)
7. Evaluate the quality of nursing practice by using the key aspects of a quality improvement program. (Aligns to Program Outcome #3)
8. Discuss the role of the leader/manager in promoting interdisciplinary collaboration in the health care team. (Aligns to Program Outcome #2)

Students will meet the objectives listed above through a combination of activities in this course:

- Complete assignments and exams with a 78% or better

Student Learning Outcomes of Undergraduate Degree Nursing Program Options

1. Utilize the nursing process to implement principles of person centered care within the framework of basic human needs and life span development.

2. Demonstrate effective communication while collaborating therapeutically and effectively with healthcare system stakeholders.
3. Demonstrate professional leadership in the coordination of healthcare that minimizes risk, promotes safety, and manages resources by creating a culture of continuous quality improvement.
4. Implement the principles of evidence based nursing practice in policy development and the provision of person centered care in an evolving healthcare environment.
5. Utilize information technology to coordinate and support decision-making in the provision of person centered care.
6. Implement critical thinking strategies in the context of health promotion, health maintenance, health restoration and palliation to maximize optimal person centered health outcomes.
7. Exemplify professional values to include accountability for practice, and principles of altruism, autonomy, human dignity, integrity, social justice and ethics.

Assignments & Determination of Course Grade:

Weekly Quizzes

Quiz over the assigned readings for the week.

Week 1 Assignment: Clinical Issue and Evidence-Based Practice Questions

Describe a clinical practice within your health care work environment. Write an evidence-based practice question. Then find at least three research articles published within the last 10 years that either substantiate or contradict the clinical practice. Using an annotated bibliography format, detail the evidence. Then in a narrative paper, explain how the evidence relates to your question and make a recommendation to either continue or change the practice.

Week 2 Assignment: Advocating for Change

To understand what is happening within health care, nurses must be aware of policies and practices that affect their practice and the people they serve. To truly understand the depth and breadth of the issue, you must see both sides and various viewpoints. For this assignment, you need to select an issue that affects today's health care system. This can be at a community, state, or national level. You should review a minimum of four sources that view the issue from opposing sides. Write a formal APA-formatted paper.

Week 3 Assignment: Interview and Budget

Select a nurse leader (nurse manager, nurse leader, nurse administrator) within your current (or desired future) practice setting. You will interview the nurse leader using questions provided. Provide a clear and comprehensive answer to each of the questions in a formal APA-formatted paper. You will also need to include the name, title, and email of the individual interviewed.

Week 4 Assignment #1: Quality Improvement Plan

In this assignment, you will create a quality improvement plan related to the issue addressed in week one. Complete the Quality Improvement template provided in the course. Include a reference list of all sources used (in APA format) in a separate Word document.

Week 4 Assignment #2: Quality Improvement Plan Presentation

Once you have completed the quality improvement plan using the template, design a presentation (i.e., PowerPoint) that outlines the issue, process, and steps that can be used to influence stakeholders to support your project. The presentation should be persuasive in nature and contain enough detail to garner support for your proposed change.

Week 5 Assignment: Concepts of Health

In this assignment, you will explore the six concepts of health (physical, intellectual, emotional, professional, social, and spiritual) in a formal APA-formatted paper. First-person is acceptable for this assignment.

For each of the six concepts, you are asked to include:

1. A description of the concept
2. How important you consider the component to be in your daily life (i.e., percentage totaling 100 for all six concepts).
3. Describe a minimum of two ways you currently use to maintain (or plan to use to improve) this type of health.
4. As a leader, how do you plan to instill the importance of self-care in those you lead? Explain.
5. What are the signs that a nurse isn't properly caring for themselves?
6. How would you approach that person and assist?
7. How can you make health (including all concepts) a part of the organizational culture?

Course Schedule:

Refer to the course calendar for specific meeting dates and times. Activity and assignment details will be explained in detail within each week's corresponding learning module. The dates and learning topics are subject to change. If you have any questions, please contact your instructor.

Due Dates

Weeks 1-4:

- Discussion initial post: **Due – Thursday at 10:00 p.m. CT.**
- Discussion responses: **Due – Sunday at 10:00 p.m. CT.**
- Assignments (unless indicated differently in the course): **Due – Sunday at 10:00 p.m. CT.**
- Quizzes and exams: **Due – Sunday at 10:00 p.m. CT.**

Week 5:

- Discussion initial post: **Due – Tuesday at 10:00 p.m. CT.**
- Discussion responses: **Due – Friday at 10:00 p.m. CT.**
- Assignments (unless indicated differently in the course): **Due – Friday at 10:00 p.m. CT.**
- Quizzes and exams: **Due – Sunday at 10:00 p.m. CT.**

Course Calendar:

Week	Topic	Activities/Assignments/Due Dates
1	Introduction	<ul style="list-style-type: none">• Discussion initial post: Due –Thursday• Submit Week 1 Assignment: Due – Sunday• Discussion responses: Due – Sunday• Complete Quiz: Due – Sunday
2	Nurse Advocacy, Change, and Conflict Management	<ul style="list-style-type: none">• Discussion initial post: Due – Thursday• Submit Week 2 Assignment: Due – Sunday• Discussion responses: Due – Sunday• Complete Quiz: Due – Sunday
3	Leadership and Management of Patient-Centered Care	<ul style="list-style-type: none">• Discussion initial post: Due – Thursday• Submit Week 3 Assignment: Due – Sunday• Discussion responses: Due – Sunday• Complete Quiz: Due – Sunday
4	Quality Improvement of Patient Outcomes within a Legal and Ethical Framework	<ul style="list-style-type: none">• Discussion initial post: Due – Thursday• Submit Week 4 Assignment 1: Due – Sunday• Submit Week 4 Assignment 2: Due – Sunday• Discussion responses: Due – Sunday• Complete Quiz: Due – Sunday
5	Leadership and Management of Self and the Future	<ul style="list-style-type: none">• Discussion initial post: Due – Tuesday• Submit Week 5 Assignment: Due – Sunday• Discussion responses: Due – Friday• Complete Quiz: Due – Sunday

Graded Course Activities:

Points	Descriptions
50	Discussions (Weeks 1–5)
50	Quizzes (Weeks 1–5)
25	Week 1 – Assignment: Clinical Issue and EBP Question
25	Week 2 – Assignment: Advocating for Change
25	Week 3 – Assignment: Interview and Budget
25	Week 4 – Assignment #1: Quality Improvement Plan
25	Week 4 – Assignment #2: Quality Improvement Presentation
25	Week 5 – Assignment: Concepts of Health
250	Total Points Possible

Minimum Passing Standard

Upon completion of all required methods of evaluation, the student must have achieved an average score of 78% in the course.