College of Health and Human Services  
School of Nursing  

SYLLABUS

Course Title: NUR 450C: Nursing Leadership  
Semester: Spring 2016  
Credits: Three (3) credits; online  
Instructor: Kate Watkins, DNP, RN, CPNP, CNE  
Office Location: Nursing Building, Rm. 214  
Email: BbLearn messaging (if unavailable: Katherine.watkins@nau.edu)  
Office Phone: 928-523-0297  
Office Hours: By appointment and pre-scheduled Collaborate sessions  
Course Prerequisites: NUR 440, 440 L, 424, 411, 411 L, 390W  
Course Co-requisites: NUR 451  

Course Description:  
This capstone course will provide students with the opportunity to synthesize leadership principles into the baccalaureate role in nursing.

Course Approach and Delivery:  
The focus of this course is the development of the Baccalaureate nursing role. Students will have the opportunity to integrate and synthesize prior knowledge and skills in varied clinical settings.

This online course uses a Blackboard Learn platform for the delivery of assignments, asynchronous online discussions, and exploration of selected issues using internet sources. Text and electronic readings, and written assignments are also included as approaches to learning in this course. This didactic course consists of online discussion modules and assigned projects which will integrate the principles of leadership with professional nursing practice to facilitate synthesis of leadership roles and responsibilities.
Student Learning Outcomes:
At the completion of this course, the successful student:

Clinical Practice and Prevention
• Integrates evidence based theory, research, and professional perspectives to patients across the lifespan and health continuum.

Communication
• Incorporates effective communication into professional nursing practice.

Critical Reasoning
• Analyzes leadership and management styles and their impact on patient care.
• Integrates reliable evidence from multiple ways of knowing to inform practice and make clinical judgments.

Leadership
• Integrates knowledge and skills in leadership, quality improvement, health care policy and patient safety into practice to provide high quality care.

Professionalism and Professional Values
• Creates a nursing practice which values and utilizes ethical and legal principles and professional standards.
• Integrates caring’s affective characteristics into patient-centered care and with other healthcare professionals.

Global Health
• Synthesizes principles of health equity and social justice for vulnerable populations into the role of the professional nurse.
• Analyzes the role of the nurse as a change agent related to improving local and global environmental conditions which affect a population’s health.

Required Textbooks:

Required Reading: Additional required and recommended readings will be listed in the online assignments, lessons, and discussion modules.

Emergency Textbook Loan Program:
To help students acquire the materials they need to be successful in class, NAU has partnered with Follett to create the Emergency Textbook Loan program. The program is administered by the LEADS Center. The program assists students with unmet financial need in obtaining required textbook(s) and other materials for courses. Students must apply and meet eligibility criteria before textbooks are purchased on their behalf. Textbooks must be returned at the end of the term in which the textbooks were loaned. More information can be found online:
http://nau.edu/LEADS-Center/Textbook-Loan-Program/
### NUR 450C Course Outline:

<table>
<thead>
<tr>
<th>Week</th>
<th>Topics</th>
<th>Assignments/Readings</th>
</tr>
</thead>
</table>
| 1 & 2 | Introduction to Leadership & The Professional Role  
Week 1: Leading and Managing  
Week 2: Quality & Safety Education in Nursing | **Required Reading:**  
Porter-O’Grady & Malloch: 1, 2, 3  
Ch. 1: Change and Innovation  
Ch. 2: Becoming a Professional Nurse  
Ch. 3: The Person of the Leader: The Capacity to Lead  
Cronenwett et al. (2007). *Quality and Safety Education for Nurses*  
**Assignments:**  
• *Group Discussion 1: QSEN*  
  *Due dates:* Initial post: Fri 1/29 by 11:59 pm  
  Response: Sunday 1/31 by 11:59 pm  
• *Evidence-based Practice Research Question Paper*  
  *Due date:* Sunday 2/7 11:59 pm |
| 3 & 4 | Teamwork & Delegation  
Week 3: Delegation  
Week 4: Interprofessional Collaboration | **Required Reading:**  
Porter-O’Grady & Malloch: 5, 7, 12  
Ch. 5: Staffing, Scheduling, and Patient Care Assignments  
Ch. 7: Leadership: The Foundation of Practice Partnership  
Ch. 12: Delegation and Supervision  
Mueller & Vogelsmeier (2013) *Effective Delegation*  
WHO (2010) *WHO Framework for Action on IPE and Collaborative Practice*  
**Assignments:**  
• *Group Discussion 2: Communication*  
  *Due date:* Initial post: Fri 2/12 by 11:59 pm  
  Response: Sunday 2/14 by 11:59 pm  
• *Interprofessional Collaboration in Healthcare Paper*  
  *Due date:* Sunday 2/21 by 11:59 pm |
| 5 & 6 | Conflict Resolution Skills for Clinical Leaders  
Week 5 & 6 | **Required Reading:**  
Porter-O’Grady & Malloch: 4, 6, 13  
Ch. 4: Conflict Skills for Clinical Leaders  
Ch. 6: Principles of Ethical Decision Making  
Ch. 13: Overcoming the Uneven Table: Negotiating Skills  
**Assignments:**  
• *Group Discussion 3: Conflict Resolution*  
  *Due date:* Initial post: Fri 2/26 by 11:59 pm  
  Response: Sunday 2/28 by 11:59 pm |
| 7 & 8 | Putting It All Together: The Leadership Role  
Week 7 & 8 | **Recommended Readings:**  
Porter-O’Grady & Malloch: Chs. 8, 9, 10, 11, 14  
**Assignments:**  
• *Nursing Leadership Capstone Paper*  
  *Due date:* Sunday 3/6: 11:59 pm  
• *Resources Folder: Managing Your Career*  
  Information about mandatory Kaplan NCLEX review course. Applying for licensure. |
Assessment of Student Learning

Weighting of course activities and calculation of grade is as follows:

<table>
<thead>
<tr>
<th>Evaluation Tool/Assignment/Learning Outcomes</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Evidence-based Practice Research Question Paper</strong></td>
<td>10</td>
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<tr>
<td>• Analyzes the role of the nurse as a change agent related to improving local and global environmental conditions which affect a population’s health.</td>
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<tr>
<td><strong>Interprofessional Collaboration in Healthcare Paper</strong></td>
<td>15</td>
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<tr>
<td>• Integrates evidence based theory, research, and professional perspectives to patients across the lifespan and health continuum.</td>
<td></td>
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<td>• Incorporates effective communication into professional nursing practice.</td>
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<td>• Analyzes leadership and management styles and their impact on patient care.</td>
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<td>• Integrates knowledge and skills in leadership, quality improvement, health care policy and patient safety into practice to provide high quality care.</td>
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<tr>
<td><strong>Nursing Leadership Capstone Paper</strong></td>
<td>45</td>
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<tr>
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<tr>
<td><strong>Discussions (3 @ 10 points)</strong></td>
<td>30</td>
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<tr>
<td><strong>Total</strong></td>
<td>100</td>
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Grading Scale

Using the NAU School of Nursing grading scale, grades will be calculated as follows:

93-100 points = A (93%-100%)
84-92 points = B (84%-92%)
78-83 points = C (78%-83%)
77 points and below = F; must repeat course. **Points are not rounded up in this course.**
Course Policies

Important Notice: There is strict adherence to every part of the NAU Student Handbook and the School of Nursing Undergraduate Student Handbook. The student is also responsible for review and adherence to the professional standards and rules of the Arizona Nurse Practice Act and Board of Nursing, and the American Nurses’ Association Code of Ethics.

1. NUR 450C is a rigorous academic course. Therefore, it is essential that students communicate with the professor or the teaching assistant if difficulties arise.

2. Each student is accountable and responsible for knowledge and skills obtained in prerequisite courses.

3. Each student is expected to complete all readings, all assignments and participate in discussions. Readings in Blackboard Learn are meant to supplement and clarify the text and are not meant to replace textbook readings.

4. All papers must be written in the American Psychological Association (APA) format using the 6th edition (typewritten, double-spaced, reference citations, etc.).

5. Microsoft Word® is the required word processing program for sending papers as attachments. Submit papers through the links provided on the Course Content page within each module. Please do not submit .PDF documents. Name documents in the following format: Lastname Paper # (example: Watkins Paper1). For group papers: AllLastNames (example: SmithWatkinsBell Paper 3)

6. There will be a 10% reduction for each day that assignments are late.

7. Late assignments will not be accepted unless prior arrangements have been made with the instructor.

8. The NAU academic integrity policy is strictly adhered to in NUR 450C.

9. All assignments are to be completed by each student individually without the help of others unless specifically identified as a group project or the student has been directed to seek help from a designated NAU tutor or teaching assistant.

10. Wikipedia is not considered an acceptable, valid, or reliable resource for use in any School of Nursing coursework. One purpose of this course is to help students identify, appraise, and utilize valid and reliable professional resources. Wikipedia does not meet these criteria.

11. Papers and assignments over the page limit will cause an automatic reduction in the grade. The reduction will be based on the content covered outside the page limit.

12. The syllabus is subject to change only with advance notice and in accordance with NAU policies.
Communication:
It is important that each student maintains regular contact with the instructor throughout the course via the BbLearn course messages to enhance ongoing communication. Faculty will respond within two (2) business days through course messages unless otherwise notified by faculty. Professional communication and proper netiquette is expected in all messages, discussions, and assignments. Please see the NAU Classroom Disruption Policy and the Netiquette Home Page for more information.

Confidentiality Statement:
Students must maintain client confidentiality at all times in accordance with HIPPA, FERPA, legal, institutional, professional and ethical standards. No discussion regarding patients is acceptable outside the classroom or healthcare setting.

Client records must not be photocopied under ANY circumstance. You may not remove from the healthcare organization ANY part of the medical record. Failure to adhere to this policy may result in removal from the practicum experience, the course, and/or SON disciplinary action.

Academic Dishonesty/Plagiarism:
All forms of student academic dishonesty, including cheating, fabrication, facilitating academic dishonesty and plagiarism are prohibited and subject to disciplinary action. Cheating means intentionally using or attempting to use unauthorized materials, information or study aids in any academic exercise. Fabrication means intentional and unauthorized falsification or invention of any information or citation in an academic exercise. Plagiarism means intentionally or knowingly representing the words or ideas of another, as one's own in any academic exercise. For further explanation of academic dishonesty refer to the School of Nursing Undergraduate Student Handbook and Northern Arizona University Student Handbook.

University Policies
Review the following policies available on the Northern Arizona University Policy Statement website http://nau.edu/OCLDAA/_Forms/UCC/SyllabusPolicyStmts2-2014/:
1. Safe Environment Policy
2. Students with Disabilities Policy
3. Academic Contact Hour Policy
4. Academic Integrity Policy (also see http://home.nau.edu/images/userimages/awf/9476/ACADEMIC%20DISHONESTY.pdf)
5. Research Integrity Policy
6. Sensitive Course Materials Policy
7. Classroom Disruption Policy (also see http://nau.edu/uploadedFiles/Administrative/EMSA_Sites/Folder_Templates/_Forms/Classroom_Disruption_Policy.pdf)