Core Curriculum Supplement

Academic Unit / Office

NURS   **Catalog Year of Implementation** 2018-2019

Course (Prefix / Number) 4312 /   **Course Title** Leadership and Management in Professional Nursing
~~Practice~~

Core Proposal Request

☒ Add to Core Curriculum   ☐ Revise course already in Core Curriculum

	Current Core Categorization (New additions: select N/A for this column)	**Proposed Categorization for Upcoming Core**
Foundational Component Area (required)	N/A (Not currently a Core course)	Communication (10)
Component Area Option (optional)	N/A (No Component Area Option)	Writing in the Disciplines (81)
Category Listing: Single or Double?	N/A (Not currently a Core course)	List under the Component Area Option ONLY.

Core Proposal Rationale - Please provide a rationale for including, or continuing to include, this course in the UH Core Curriculum:

Adding the WID component to NURS 4312 allows for nursing students to meet the WID core requirement with a nursing course. Currently around 6-10 nursing students each year do not have the WID completion, because they come from private or out of state schools to the 2DBSN program. Those students who enter the CON without the WID completion will take the NURSING designated WID course to satisfy the UH degree requirements. The WID designation of a nursing course is of critical importance because the 2DBSN degree plan is 20 SCH per semester. Students who qualify for admission but have not met the WID core must wait a year while they take a WID course, or they must take 23 SCH in one semester during the 2DBSN program. Approval of the NURS 4312 Leadership and Management in Professional Nursing will allow students to meet the WID designation within their nursing degree plan. The syllabus has been reviewed and approved by the CON faculty and meets the UH Writing in the Disciplines requirement for the core: 1) The practice of writing is the primary focus. Students complete a 500-word research brief and a 2500 word research paper (see syllabus). 2) Students are challenged in the course to develop writing skills specific to the nursing discipline and to utilize APA format, the standard writing style in nursing. 3) Students will write a paper that conforms to standards of nursing leadership using an appropriate theoretical framework. 4) The paper stimulates critical thinking and problem solving by requiring students to formulate a solution to a clinical management issue and present via written argument.

Core Objectives (*see* [THECB Core objectives](#))   ☒ Communication

☒ Critical Thinking   ☐ Empirical & Quantitative Skills

☐ Social Responsibility

☒ Teamwork   ☒ Personal Responsibility

Please explain how the Core Objectives selected above will be met:

This course meets the foundational component area of "Communication" and satisfies the core objectives of communication, critical thinking, teamwork, and personal responsibility. Effective leadership and management in health care and nursing is strongly determined by communication skills and the ability to apply leadership strategies through appropriate messaging. Nurse leaders must be able demonstrate interprofessional communication that improves patient health outcomes, and communication is critical to deliver high quality and safe patient care. American Association of Colleges of Nursing, Essential VI:
http://www.aacnnursing.org/Portals/42/Publications/BaccEssentials08.pdf

Each NURS 4312 assignment is carefully considered to support the course objectives and meet communication objectives.

Exam 1	15%	
Exam 2	15%	
Final Exam	15%	
Online Assignments	10%	(Online assignments and ATI practice)
Writing Assignment 1	10%	(Research Brief, 500 words)
Leadership Paper Draft	10%	(Leadership Paper Draft, 2500 words)
Writing Assignment 2	30%	(Final, Corrected Leadership Paper, 2500 words)

*Online assignment 1, "Assessing Your Own Leadership and Teamwork Style" meets the objective of *TEAMWORK* by giving students insight into their own leadership approaches and how they will best work with a team. The outcome is discussed in small groups during the class session following faculty presentation on leadership and management theories.

*Online assignment 2, "Leadership and Emotional Intelligence" measures *TEAMWORK*. The focus of this assignment is how the emotional intelligence (EI) of nurse leaders impacts patient care, relationships with staff nurses, and organization function, and how nurse leaders can use EI to guide the health care team toward a shared vision. The assignment also addresses *PERSONAL RESPONSIBILITY* of the nurse leader to develop EI and utilize EI in the workplace for positive influences on the professional milieu.

*Online assignment 3, "Ethical Aspects of Nursing Leadership" addresses *PERSONAL RESPONSIBILITY*. This assignment focuses on how to incorporate moral decision making in nursing leadership to create an organizational culture that promotes values of nursing, individuals, groups, society, and organizations. The assignment reviews national guidelines for *PERSONAL RESPONSIBILITY* and accountabiltiy of nurse leaders to meet the standards of the profession.

*Online assignment 4, "Delegation" instructs nursing students on the appropriate aspects of *COMMUNICATION* when nurse leaders delegate responsibility to other licensed nurses and unlicenses assistive personnel. The assignment addresses the *COMMUNICATION* aspects surrounding delegation, from assigning tasks to follow up, and the professional nurse responsibility. This assignment also tasks students to apply *CRITICAL THINKING* skills, because under professional licensure, registered nurses have the authority to delegate under their critical judgment. Delegation takes place in the context of effective *COMMUNICATION* and *CRITICAL THINKING* as nurses consider and prioritize patient needs and safety.

*ATI Practice is an assignment requiring students to successfully complete an ATI practice assessment titled in preparation for a national norm-referenced content mastery exam called RN Leadership. The ATI practice assessment measures all objectives by testing students on the following course topics: 1) Critical thinking (CRITICAL THINKING), 2) Professional responsibility (PERSONAL RESPONSIBILITY), 3) Coordinating patient care (TEAMWORK), and 4) Conflict resolution skills (COMMUNICATION).

*Exams measure student achievement of the course topics via multiple-choice, short-answer, and/or essay styled questions. The instructor designed exams reflect content taught in class on these specific course topics: ethical and legal aspects of nurse leadership (PERSONAL RESPONSIBILITY); critical thinking as a nurse leader (CRITICAL THINKING); effectively communicating as a nurse leader (COMMUNICATION); creating and managing a sustainable workforce (TEAMWORK); organizing patient care (CRITICAL THINKING); delegating effectively (CRITICAL THINKING); leading change and managing conflict (COMMUNICATION); building and managing teams (TEAMWORK).

*Writing Assignment 1, Research Brief, requires students to apply CRITICAL THINKING as they synthesize the peer-reviewed nursing literature that supports their leadership paper.

*The Leadership Paper tasks students to select a real-world clinical management issue they have observed in their practice setting and propose a solution utilizing an appropriate problem-solving framework. In addition to meeting the writing guidelines of the discipline (described above in the section titled "Core Proposal Rationale," this activity meets the communication objective of *CRITICAL THINKING*.

When submitting this proposal form, please remember to attach a syllabus, learning objectives, and/or sample lesson(s).

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NURS 4312 – Leadership and Management
In Professional Nursing Practice
Under/Graduate Program, Semester Year

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SEMESTER HOURS: 3 semester credit hours (sch) **CONTACT HOURS:** 27 classroom + 18 online **LOCATION:** **COURSE DAY AND TIME:** **PREREQUISITES:** NURS 3310 or NURS 3331 **COREQUISITES:** [Insert Text]	**NAME OF INSTRUCTOR:** **OFFICE HOURS:** **PHONE:** **FAX:** College of Nursing – 713-743-1164 **EMAIL:** **COURSE HOMEPAGE/URL:** Learn 9

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The information contained in this class syllabus is subject to change without notice. Students are expected to be aware of any additional course policies presented by the instructor during the course.

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Course Description

Focuses on leadership theories and management principles to provide the foundation for professional nursing administration. Contemporary workplace issues impacting the nurse leader are explored.

Learning Objectives

Upon completion of this course the student will:
1. Explore leadership theories and management principles in a variety of practice settings.
2. Describe various nursing leadership roles, styles, and requirements within the interprofessional team, including functioning as an agent of change.
3. Examine evidence-based quality improvement, health care systems policies, and cost effectiveness within complex organizational systems to improve patient safety.
4. Analyze the influence of technology and informatics on decision making in health care.
5. Examine basic financial management principles and tools used in decision-making.
6. Critique legal, ethical, regulatory, and delgations standards of professional nursing leadership.
7. Value the connection between scholarly writing and nursing leadership.

Teaching Strategies

Lecture, case studies, assigned readings, writing assignments, and online assignments.

Required Reading & Equipment

American Psychological Association. (2010). Publication manual of the American Psychological Association (6th ed.). Washington, D.C.: Author.

ATI (2016). Nursing Leadership and Management Content Mastery Review Module (7th ed)

Murray, E. (2017). Nursing Leadership and Management for Patient Safety and Quality Care. Philadelphia, PA: F.A. Davis Company

Willman, J. (2015). Annotated guide - RN to the Texas nursing practice act (12th ed.). Austin, TX: Texas Nurses Association.

List of discussion/lecture modules

MODULE/DATE	CONTENT	ASSIGNMENTS
Module 1	Course Introduction Introduction to Nursing Leadership Theory & Management	
Module 2	Critical Thinking & Decision-Making in Nursing Leadership	
Module 3	Managing and Improving Quality	
Module 4	Legal/Ethical Aspects of Leadership	
Module 5	Organizing Patient Care Using Information Technology	
Module 6	Staffing and Delegation	
Module 7	Leading & Managing Conflict; Developing, Evaluating, Coaching Staff	
Module 8	Economics, Salary, Budgets	

*Tentative and subject to change

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Major Assignments/Exams

Exam 1	15%	
Exam 2	15%	
Final Exam	15%	
Online Assignments	10%	(Online assignments and ATI practice)
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Course Assessments Tools

Exam 1, Exam 2, and Final Exam: Exams cover material presented in class and the online assignments.

Online Assignments: Online assignments are posted in Learn 9. Five online assignments will be required over the duration of the course. Total course weight of the online assignments is 10% of the course grade.

Assignment 1: Research Brief
The purpose of the Research Brief is to provide a scholarly review of the five selected research articles for the development of the Leadership Paper. The selected articles must be submitted with the Research Brief. The Research Brief must be 2-4 pages, double spaced. Appropriate sections need to be included (e.g., Introduction or Background, Purpose, Major Topics, Conclusions, and References). The Research Brief must use proper punctuation, proper citations per APA Manual 6th edition. References must be a minimum of five peer-reviewed articles published within five years. The assignment must be submitted as a Word document via Turnitin.

Need to develop a rubric for the Research Brief.

Writing Assignment 2: Leadership Paper
The purpose of the Leadership Paper is to demonstrate application and synthesis of course content related to a specific leadership and/or management workplace topic supported by scholarly articles and professional writing. A first draft will be submitted by the due date on the course calendar. Faculty will provide feedback and make required referral to the UH Writing Center, if necessary. The final corrected paper is submitted by the due date on the course calendar. The assignment must be submitted as a Word document via Turnitin.

Content 75%	Weight	Grade

Describes the impact of the clinical management issue on the staff, patient population, and organization.	50	
Proposes or presents resolutions of the clinical manager using an appropriate theoretical framework related to the management function.	25	
Professional Writing Style 25%		
Follows APA (6th ed.) style and format.	10	
Correct grammar, spelling, punctuation, and length. The final paper must be minimum 2500 words, maximum 2750 words.	10	
References include course text and a minimum of five peer-reviewed nursing articles published within five years.	5	
Total Score	100	

It is the student's responsibility to make sure the submitted paper is the correct version and file extensions. The late assignment policy in this syllabus will apply for any papers submitted after the due date.

NOTE: Assessment grades are posted in Blackboard (Bb) as a convenience for students. The official, final course grade is submitted to the registrar's office at the end of the semester.

Grading Scale

A = 90 or higher
B = 80 to 89
C = 75 to 79
D = 60 to 74
F = 59 or lower

Course Policies

- Academic Honesty
- S135 ADA Policy-Accommodations for students with Disabilities

The University of Houston System complies with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, pertaining to the provision of reasonable academic adjustments/auxiliary aids for students with a disability. In accordance with Section 504 and ADA guidelines, each University within the System strives to provide reasonable academic adjustments/auxiliary aids to students who request and require them. If you believe that you have a disability requiring an academic adjustments/auxiliary aid, please contact your University's student disability services center. It is the responsibility of the student to register with and provide medical verification and academic schedules to Justin Dart Jr. Center for Students with DisABILITIES (CSD). CSD will inform faculty of any accommodation.

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Justin Dart, Jr. Center for Students with DisABILITIES
CSD Building 568, Room 100
University of Houston
Houston, TX 77204-3022
713-743-5400
Email: uhcsd@central.uh.edu
Web: www.uh.edu/csd/

- S100 Progression Policy
- S104 Classroom Lab and Clinical Attendance Policy
- S125 Audio Video Recording and Photographing
- S126 Classroom Courtesy
- S127 Student Testing Policy
- S129 Reading Assignments Class Participation

The due dates for all assignments will be strictly followed. [*Modify and include the following text to reflect course policy:* Late assignments may be accepted at the instructor's discretion. If accepted, the assignment grade may (will) be reduced the equivalent of one (1) letter grade for each day the assignment is late. *OR* (Late assignments will not be accepted.)]

- S130 Orientation to Courseware
- S136 Student Professional Conduct and Demeanor
- S142 Student Grading Policy
- Excused Absence for a Military Person
- Student Handbook

Students are responsible for knowing and complying with all policies and information contained in the UH student handbook and the UHCON website.

Counseling and Psychological Services (CAPS) can help students who are having difficulties managing stress, adjusting to college, or feeling sad and hopeless. You can reach CAPS (http://www.uh.edu/dsaes/uhsugarland/) by calling 713-743-5454 during and after business hours for routine appointments or if you or someone you know is in crisis. No appointment is necessary for the "Let's Talk" program, a drop-in consultation service at convenient locations and hours around campus.

http://www.uh.edu/caps/outreach/lets_talk.html
http://www.uh.edu/dsaes/uhsugarland/

[*Last Revised: 1/22/2018*]

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